DOCUMENT RESUME

ED 237 725 CE 037 733

AUTHOR Sprinkle, Debbie L.
TITLE Workers without Jobs: A Chartbook on Unemployment. Bulletin 2174.
INSTITUTION Bureau of Labor Statistics (DOL), Washington, D.C.
PUB DATE Jul 83
NOTE 65p.
AVAILABLE FROM Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (Stock No. S/N 029-001-02759-1--$4.50).
PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143)

EDRS PRICE MF01/PC04 Plus Postage.
DESCRIPTORS Adolescents; Adults; Black Employment; Citations (References); Data Collection; Demography; *Economic Factors; *Employment; *Employment Patterns; Employment Problems; *Employment Statistics; Females; Hispanic Americans; Job Layoff; *Labor Force; Labor Force Nonparticipants; Labor Market; Males; Participant Characteristics; Part Time Employment; *Unemployment; Youth Employment
IDENTIFIERS Current Population Survey

ABSTRACT

This chartbook presents information on the extent and nature of unemployment in the United States. The statistics presented are part of a broad array of unemployment and related labor force data available from the Current Population Survey, a sample survey of some 60,000 households conducted monthly by the Bureau of the Census. The 28 charts and graphs in the booklet are organized into two parts. The charts in part 1 focus on the extent and nature of unemployment and the characteristics of jobless workers, while the charts in part 2 illustrate the sensitivity of unemployment and related measures to changing economic conditions. Beside each chart, highlights are presented in narrative form. An appendix to the chartbook explains the methods used to prepare the data and includes definitions of the important concepts used in the booklet. A list of selected references completes the chartbook. (KC)

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# Workers Without Jobs: A Chartbook on Unemployment

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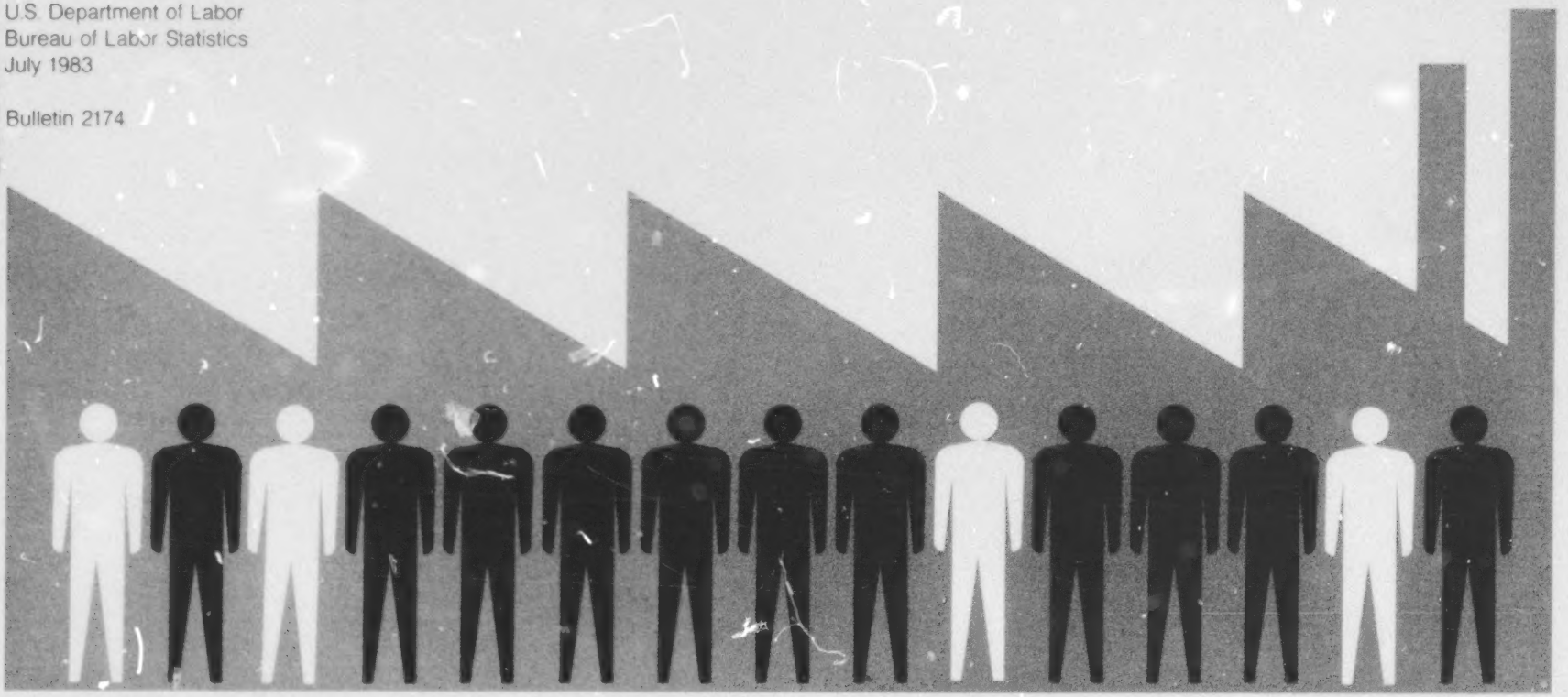
July 1983

Bulletin 2174



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# Workers Without Jobs:
# A Chartbook on Unemployment

U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner

July 1983

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# Preface

This chartbook presents information on the extent and nature of unemployment in the United States. The statistics presented are part of a broad array of unemployment and related labor force data available from the *Current Population Survey* (CPS), a sample survey of some 60,000 households conducted for the Bureau of Labor Statistics by the Bureau of the Census. The data are published regularly in BLS news releases, articles, and bulletins. (A selected bibliography is provided at the end of this chartbook.)

This chartbook, which updates an earlier publication (BLS Bulletin 1965), was prepared by Debbie L. Sprinkle, under the direction of Harvey R. Hamel, in the Division of Employment and Unemployment Analysis, John E. Bregger, Chief. Brian Baker and Cindy Martin, of the Division of General Systems, developed the graphics under the supervision of John D. Sinks. Word processing was done by Clara Colbert.

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# Introduction

Unemployment data, in conjunction with other major indicators, help us to assess the economic health of the Nation. Unemployment statistics are also useful for viewing the more human implications of business cycle trends. Examining the characteristics of unemployed workers and the nature of their joblessness often contributes to a better understanding of one of our Nation's most important economic problems.

A different facet of unemployment is revealed through each of the following charts; for instance, looking beyond the overall unemployment figures discloses how joblessness varies by age, sex, and race. Another chart depicts the proportion of unemployment resulting from loss of a job as opposed to other factors. The average length of unemployment and the impact of unemployment on families are also shown. A rise or fall in the Nation's jobless rate may mask contrasting movements among important labor force groups. Net changes in the overall jobless rate often reflect diverse cyclical responses among occupational and industrial divisions. These and many other phenomena are covered in these charts and supporting commentary. Chart 1 puts U.S. unemployment into perspective by showing the labor force status of the working-age population in 1982.

## More than 60 percent of Americans 16 years or older were in the labor force in 1982

| | |
|---|---|
| Civilian noninstitutional population | 172,271,000 |
| Civilian labor force | 110,204,000 |
| Percent of population | 64.0% |
| Employed | 99,526,000 |
| Unemployed | 10,678,000 |
| Unemployment rate (unemployed as a percent of the civilian labor force) | 9.7% |
| Not in the labor force | 62,067,000 |
| Discouraged workers | 1,576,000 |

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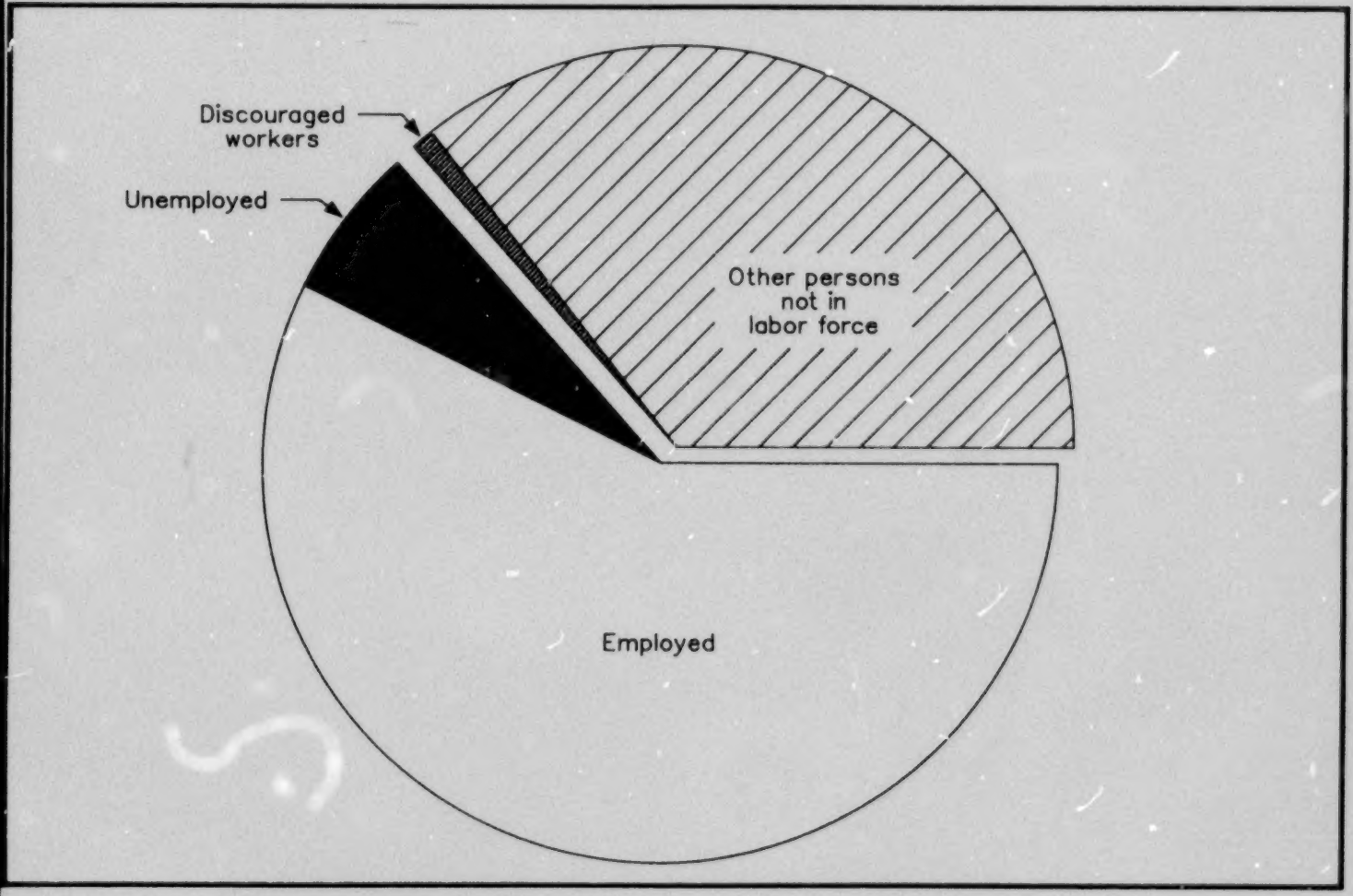
**Chart 1. Labor force status of the civilian population 16 years and over, 1982**



# Part I. Profiles of Unemployment

The charts in part I focus on the extent and nature of unemployment and the characteristics of jobless workers. Who are the unemployed? What is the nature of their joblessness? How do the characteristics of the unemployed differ from those of the civilian labor force as a whole? Although all demographic groups are represented among the jobless, some groups experience a higher incidence of unemployment than others.

Youth, minorities, and blue-collar workers are among those persons most likely to experience unemployment. Lower levels of education, or employment in a cyclically sensitive industry (one that is affected by economic fluctuations) also make the worker more vulnerable to joblessness. Workers with more than one of these characteristics have a greater likelihood of unemployment; black teenagers, for example, historically have had high jobless rates even in the best of economic times. Charts 2 through 8 illustrate unemployment patterns by worker group.

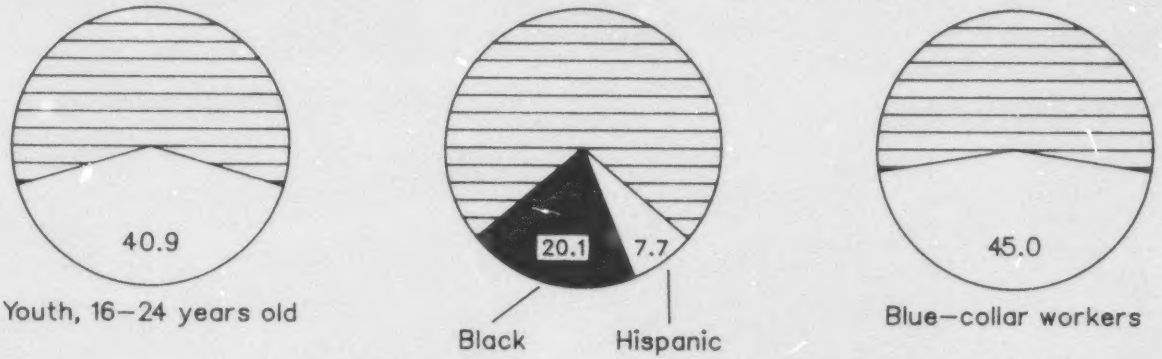
The official jobless rate is primarily an indication of the amount of unutilized labor in the economy at a given time. Unemployment statistics, *per se*, are not designed to measure economic hardship although public attention is often focused on the possible hardship experienced by jobless workers and their families. It is possible to disaggregate unemployment into various components that shed some light on the relative welfare of workers. For example, variations in unemployment by marital status can be identified, as well as the impact of unemployment on different types of families (charts 9 and 10).

Monthly statistics on the labor force and unemployment are a "snapshot" of a particular point in time; they do not reveal the constant flux that occurs in the pool of unemployed persons. About half of the unemployed in a given month will find jobs or choose to leave the labor force during the subsequent month. This constant turnover is illustrated by the fact that over 23 million persons experienced at least one spell of unemployment during 1981, compared with an average monthly level of 8.3 million (charts 11 and 12).

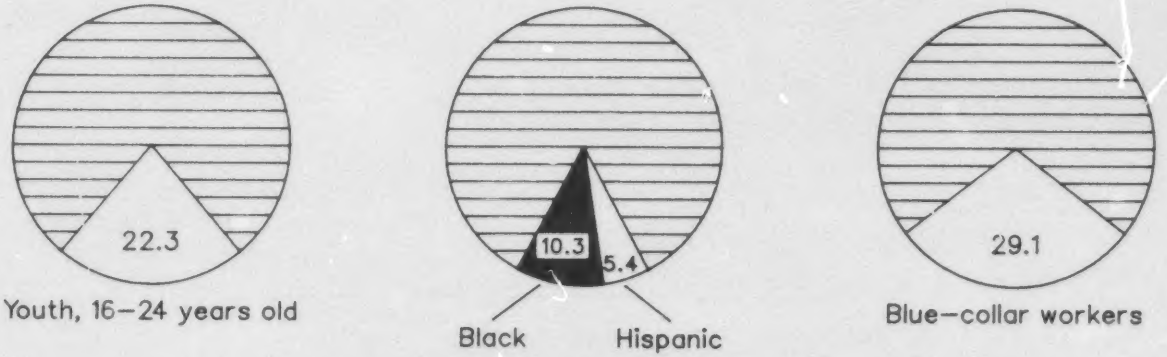
## The unemployed are more likely to be young, of a minority group, and blue collar than the labor force as a whole

- Some groups carry a disproportionate share of unemployment; that is, they comprise a greater proportion of total unemployment than of the overall work force.
- While only about 1 in 5 workers in the civilian labor force in 1982 were 16–24 years old, 2 in 5 of the unemployed fell into this age group.
- Black workers were only 1 in 10 in the labor force, compared to 2 in 10 of the jobless. Hispanic workers were also overrepresented among the unemployed. (Hispanics are classified separately by race and national origin, causing a small overlap in the black and Hispanic categories.)
- Blue-collar workers comprised about 30 percent of the Nation's work force, but 45 percent of the unemployed.

## Chart 2. Selected characteristics of the civilian labor force and the unemployed, 1982




As a percentage of unemployed workers, 1982




As a percentage of all workers, 1982

## Unemployment rates decline with increasing age

- Unemployment rates are highest among young people; the 1982 teenage jobless rate was about 2½ times the overall unemployment rate.
- As workers get older, their unemployment rates diminish, coincident with additional experience, education, and training, as well as a generally more serious commitment to work.
- Jobless rates were higher for men than for women in most age groups.

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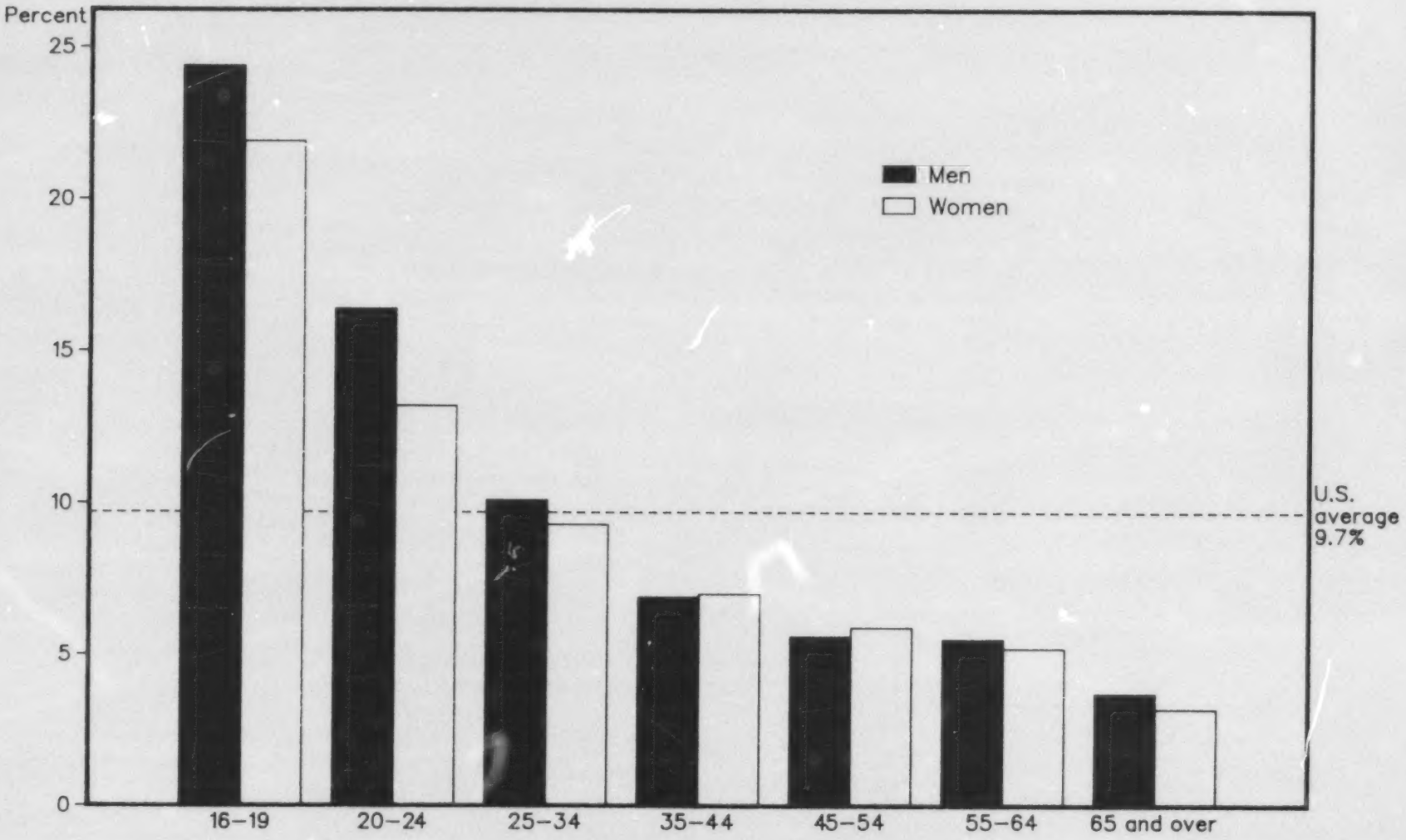
**Chart 3. Unemployment rates by age and sex, 1982**

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## Joblessness among adult workers declines as educational attainment rises

- Among persons 25 years of age and over, the more years of school completed, the less the likelihood of unemployment.
- Workers with less than 4 years of high school were 3 times more likely to be unemployed than those with 4 years of college.

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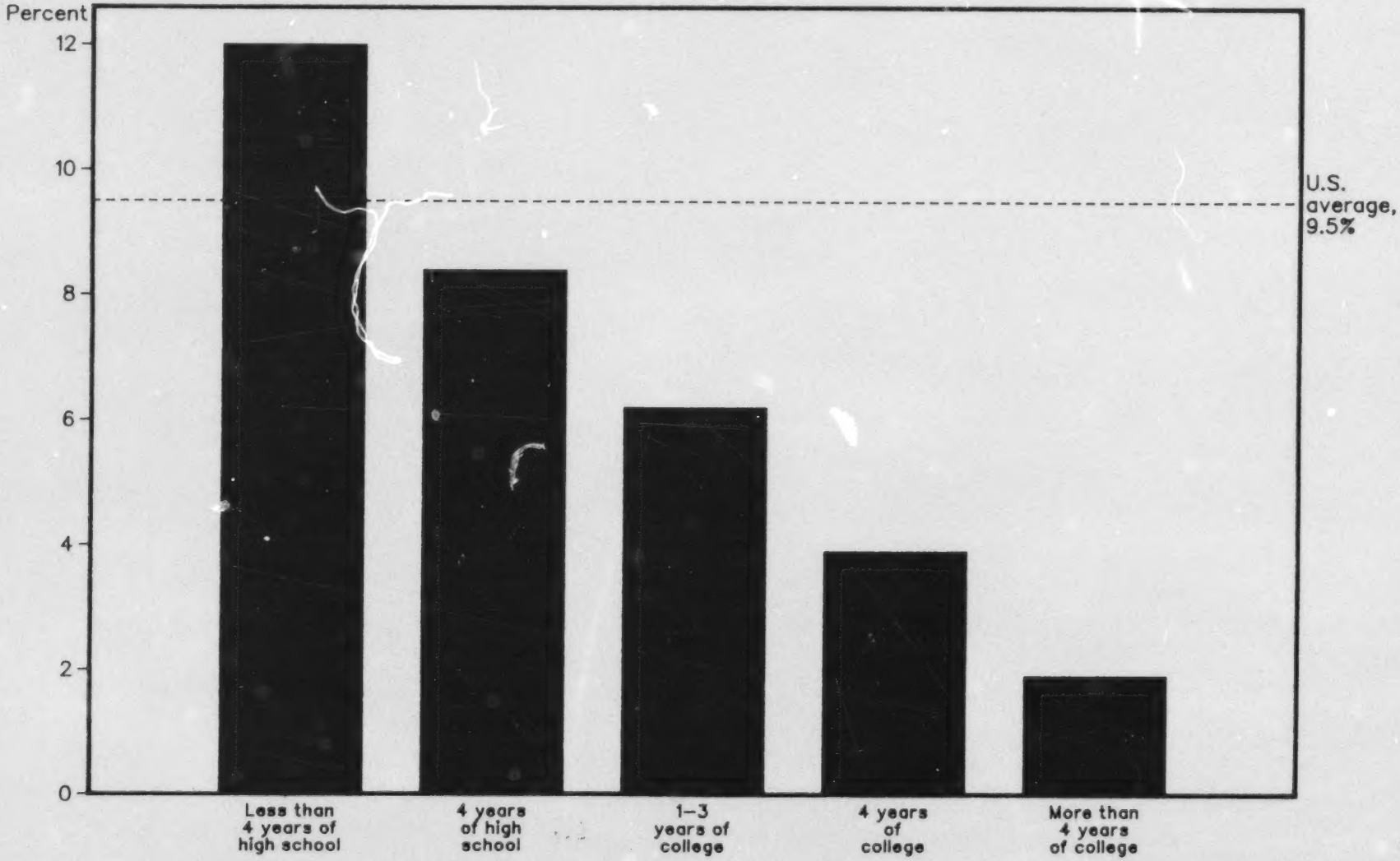
**Chart 4. Unemployment rates of persons 25 years of age and over by years of school completed, March 1982**

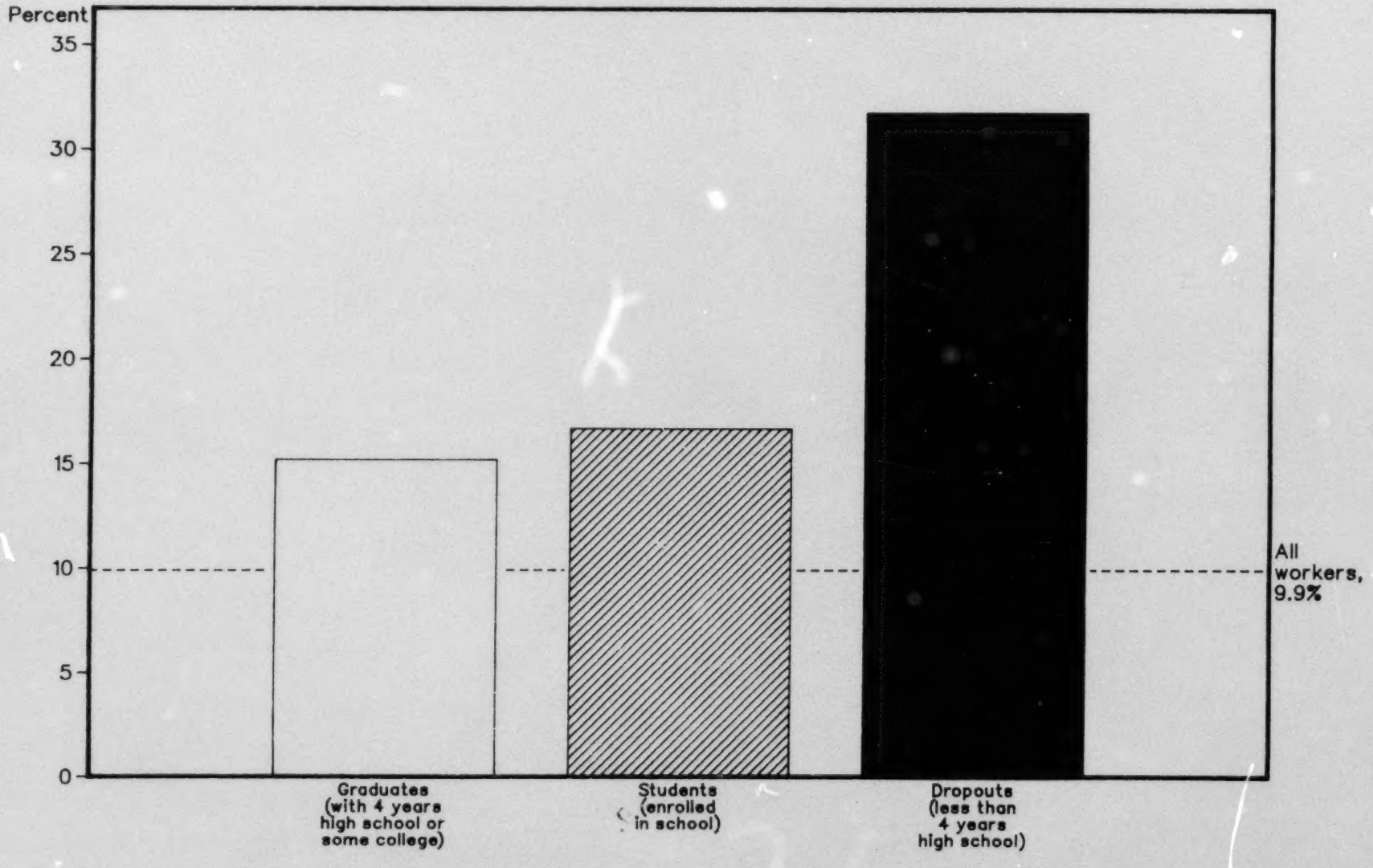


## Dropouts have the highest unemployment rate among younger workers

- 16- to 24-year-olds who dropped out of school had the highest jobless rates in 1982. This was tied closely to their lack of skills, experience, and a high school diploma, as well as to the very tight labor market in which they had to compete.

- Graduates 16 to 24 years of age had a lower unemployment rate than students, primarily because they are older as a group.

**Chart 5. Unemployment rates of youth 16 to 24 years of age by school enrollment and years of school completed, October 1982**

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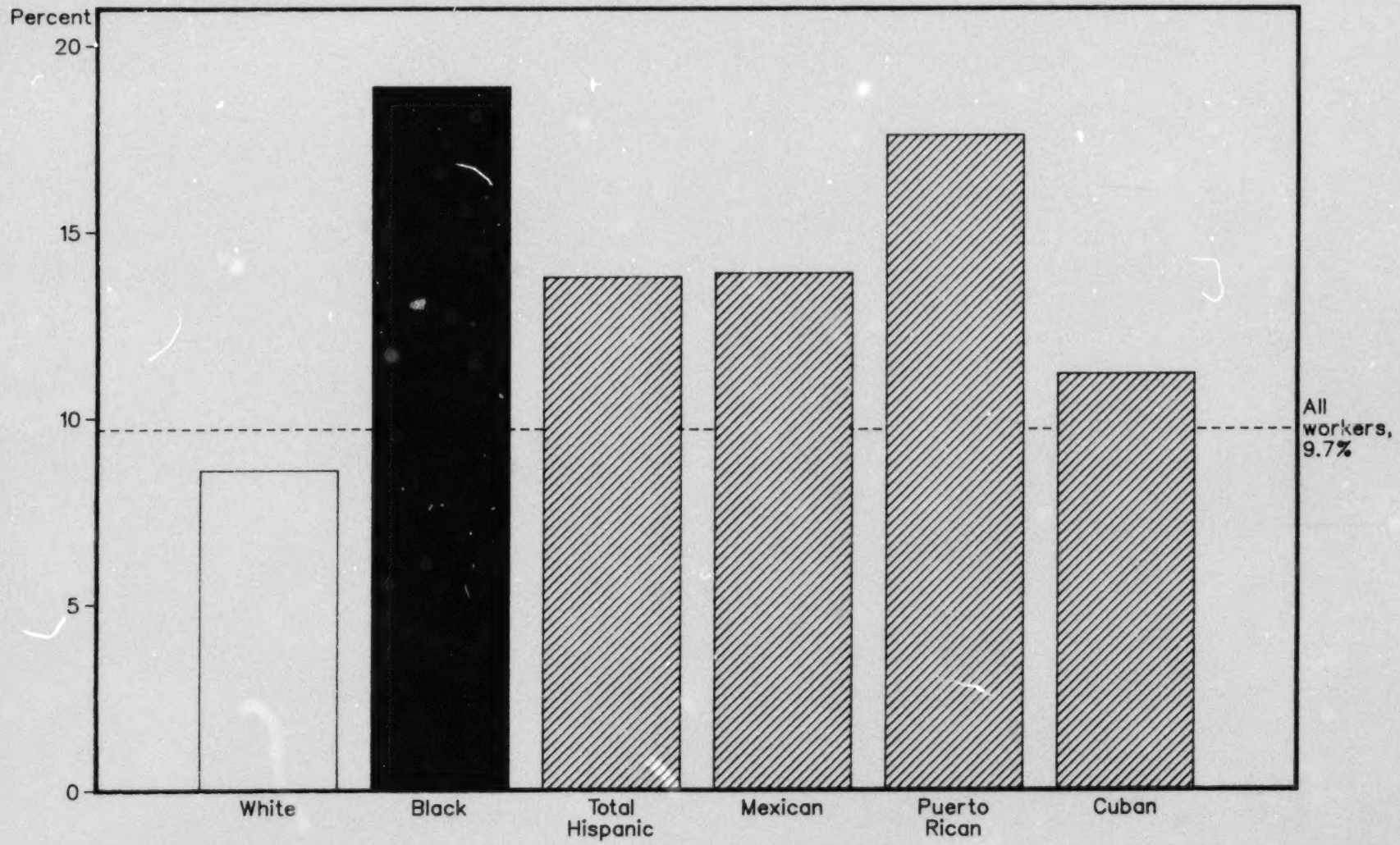
## Minority groups have substantially higher jobless rates than whites

- Jobless rates for black workers in 1982 were over twice those of white workers, a pattern that has generally persisted over the past three decades.
- Unemployment rates for persons of Hispanic origin tend to be about 1.5 times that of their white counterparts.
- Joblessness varies among Mexican, Puerto Rican, and Cuban subgroups, reflecting their diverse cultural backgrounds, age composition, educational level, residential patterns, as well as other factors.

## Chart 6. Unemployment rates by race and Hispanic origin, 1982

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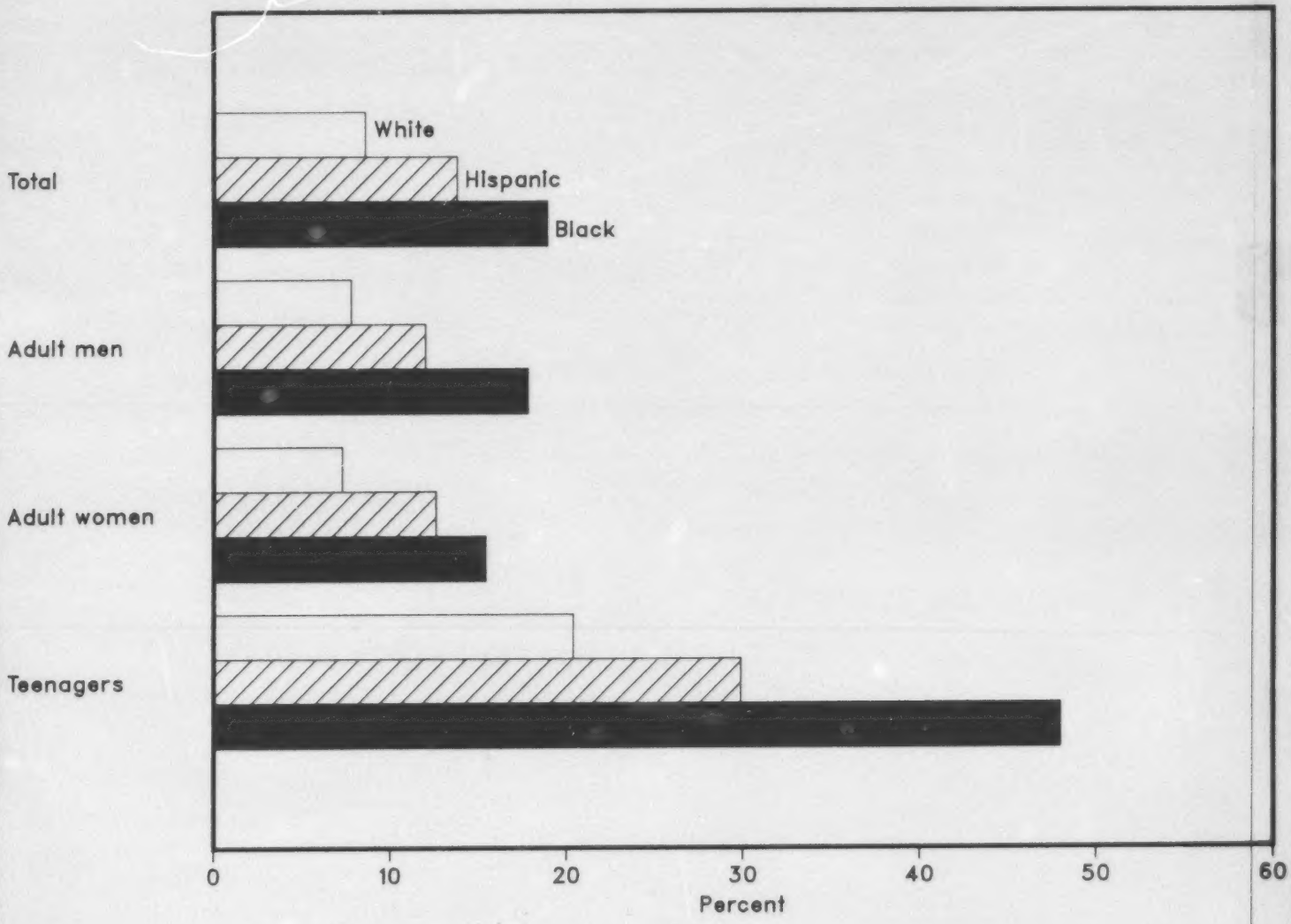
## Black teenagers have the highest jobless rates

- Disparities in joblessness among whites, blacks, and Hispanics were about the same for adults and teenagers in 1982.
- Black teenagers fared the worst of all worker groups; close to half of all black teens in the labor force were unemployed in 1982.

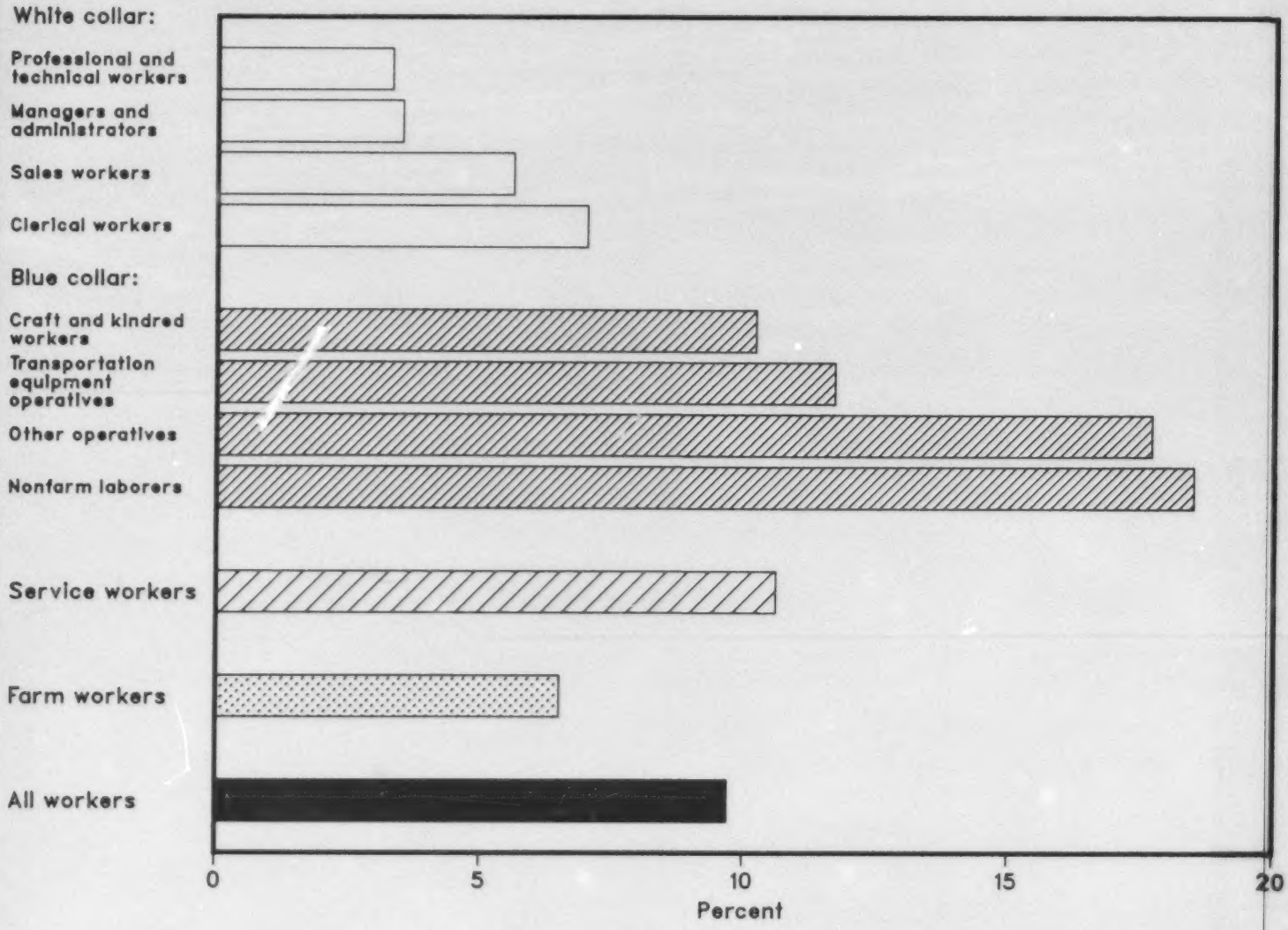
## Chart 7. Unemployment rates for adults and teenagers by race and Hispanic origin, 1982



## Blue-collar workers typically bear the highest incidence of unemployment

- Blue-collar workers, a group concentrated in the cyclically sensitive goods-producing industries, were the most likely to be unemployed in 1982.
- Nonfarm laborers, the least skilled blue-collar occupation, had the highest jobless rate—18.5 percent.
- White-collar workers, particularly those in professional or managerial fields, had the lowest joblessness.

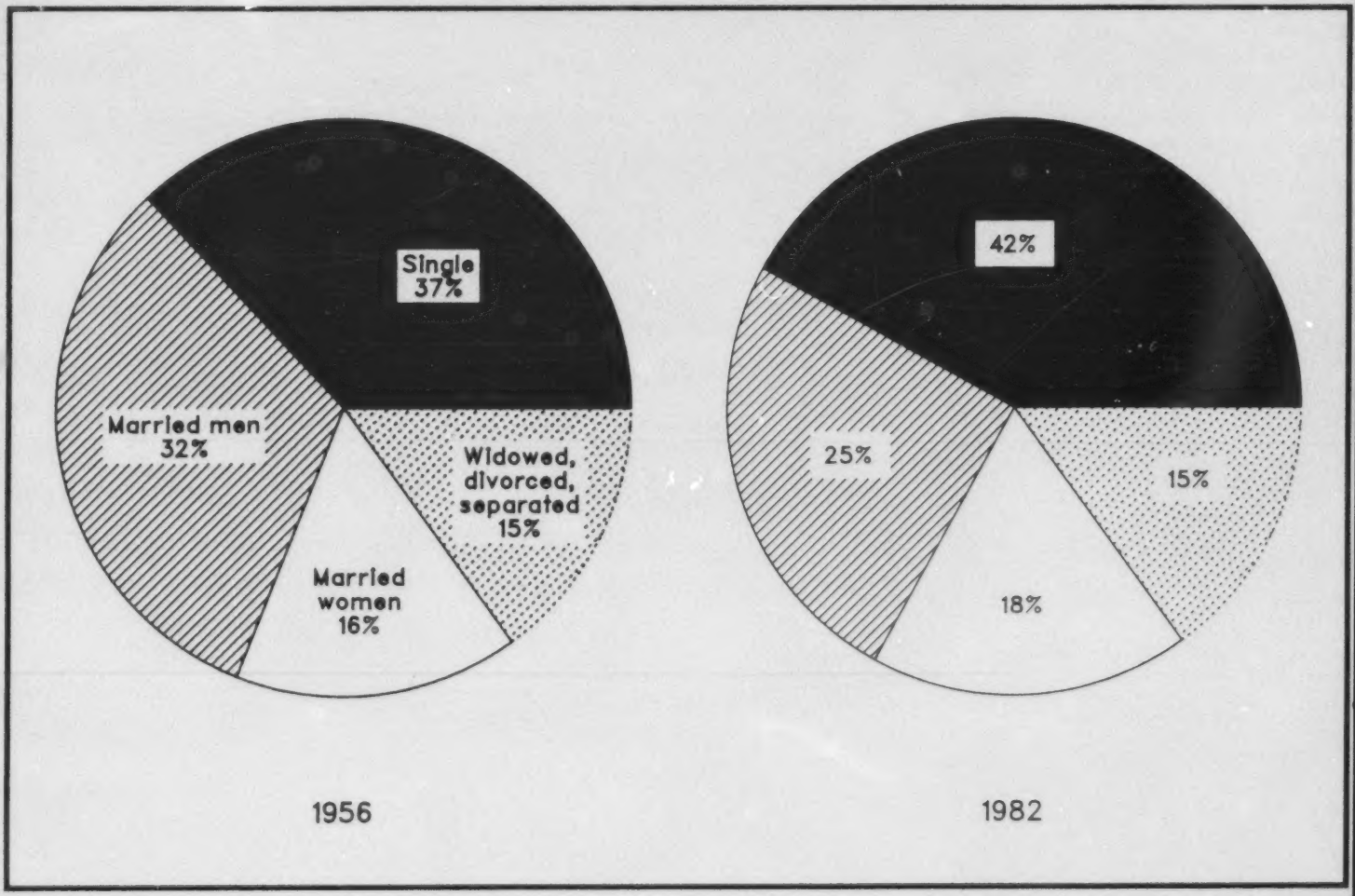
## Chart 8. Unemployment rates by occupational groups, 1982



## An increasing proportion of the unemployed are single

- The proportion of single workers among the jobless has proliferated over the past 2½ decades due to the large number of young baby-boom workers and the trend to later marriages.
- Over the same period, married men have become a smaller proportion of the unemployed.

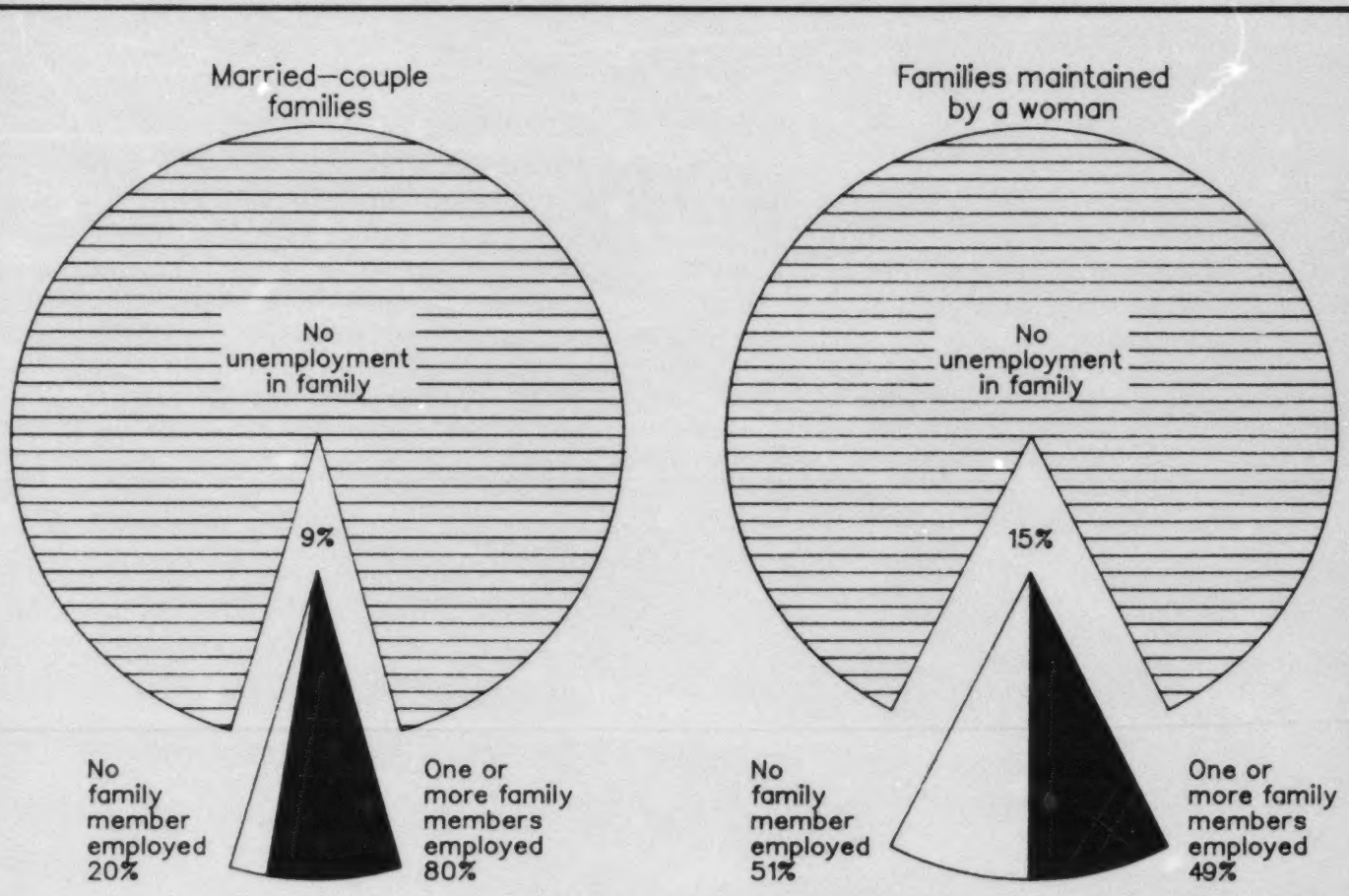
## Chart 9. Marital status of the unemployed, 1956 and 1982



## Families maintained by a woman are most affected by unemployment

- On average in 1982, about 10 percent of the Nation's families included an un-unemployed person.
- The effects of unemployment on a family can be buffered by the presence of a family member with a job. Whereas 80 percent of married-couple families with unemployment had another family member working, this was true of only one-half of families maintained by a woman (usually a single parent).

## Chart 10. Employment status of family members by type of family, 1982

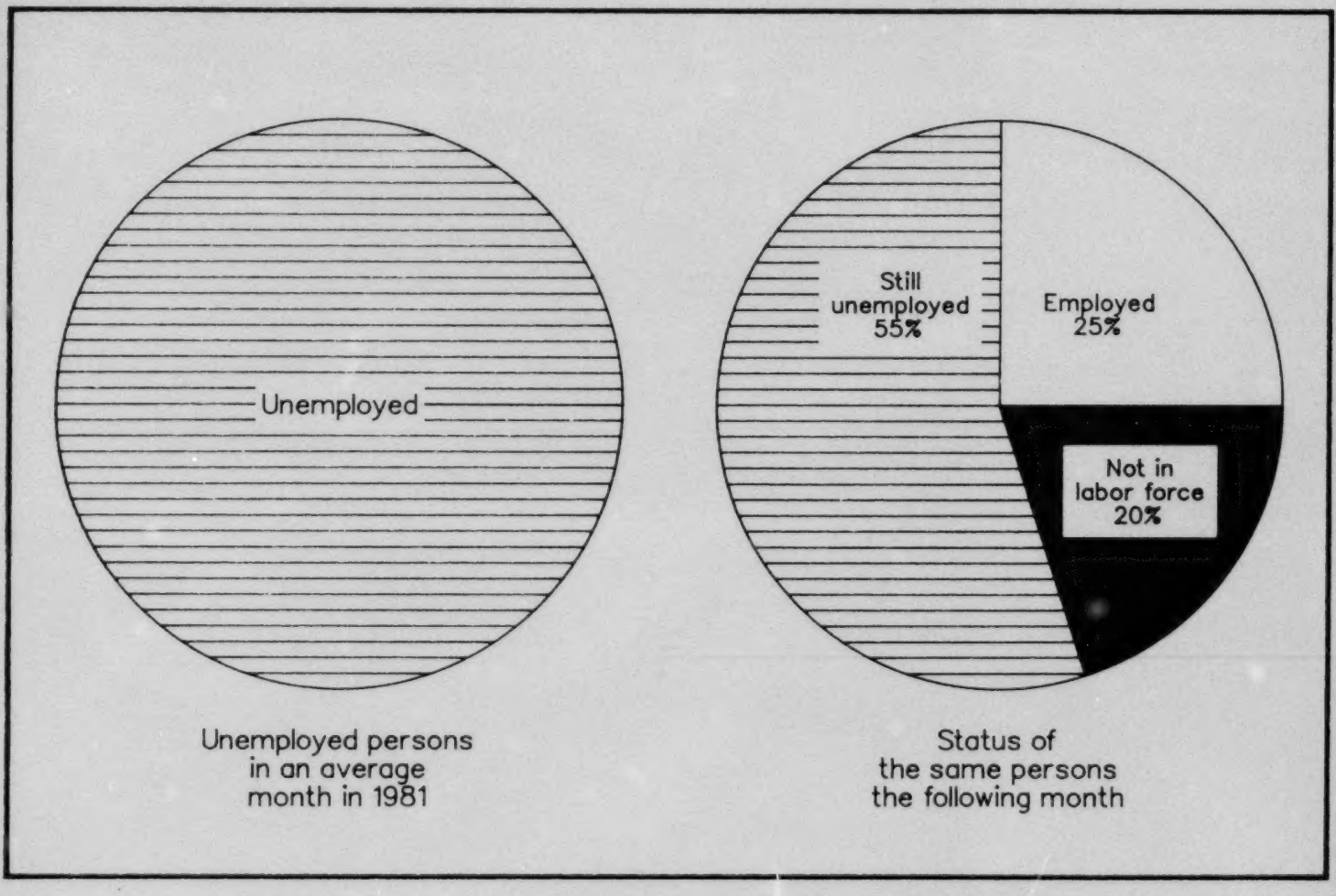

Married–couple families
No unemployment in family
9%
No family member employed 20%
One or more family members employed 80%
Families maintained by a woman
No unemployment in family
15%
No family member employed 51%
One or more family members employed 49%

## Constant turnover takes place among the unemployed

- The constant turnover in the ranks of the unemployed is evidenced by the fact that about one-half of the unemployed in a given month will be jobless in the subsequent month.

- The other one-half either find jobs (25 percent in 1981) or leave the labor force (20 percent). Reasons for withdrawal from the labor force, in addition to discouragement over job prospects, may include a change in personal status or circumstance (e.g., school attendance, home responsibilities, or disability).

**Chart 11. Labor force status of unemployed persons a month later, 1981**


Unemployed
Unemployed persons in an average month in 1981
Still unemployed 55%
Employed 25%
Not in labor force 20%
Status of the same persons the following month

**Because of the high degree of turnover, the total number of persons experiencing unemployment during a year is considerably greater than the average monthly level**

- Some 23.4 million persons experienced unemployment at some time during 1981, 2.8 times the annual average unemployment level.
- The ratio had been 3 to 1 in 1979. Turnover lessens during recession years because individual spells of unemployment tend to last longer.

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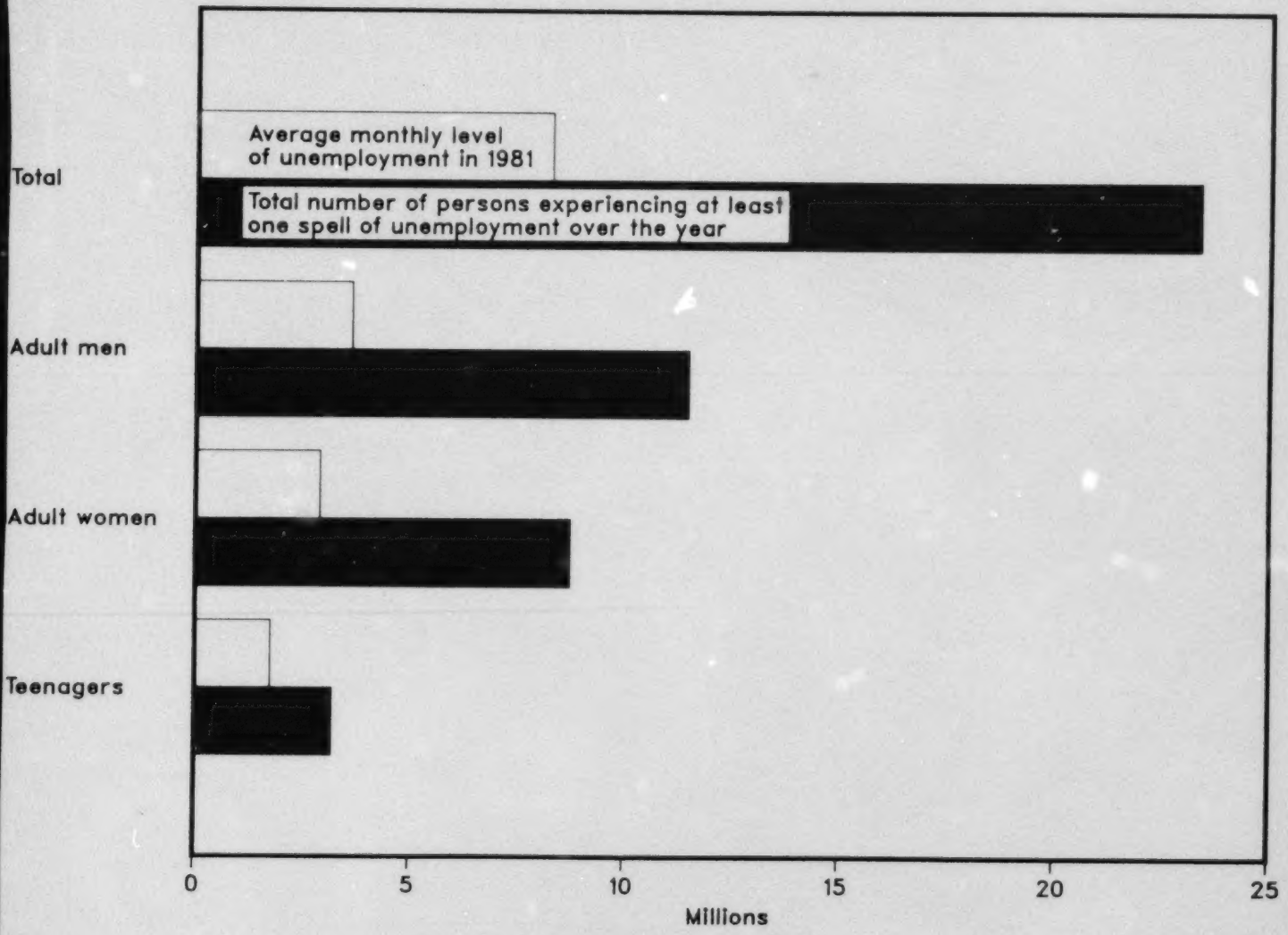
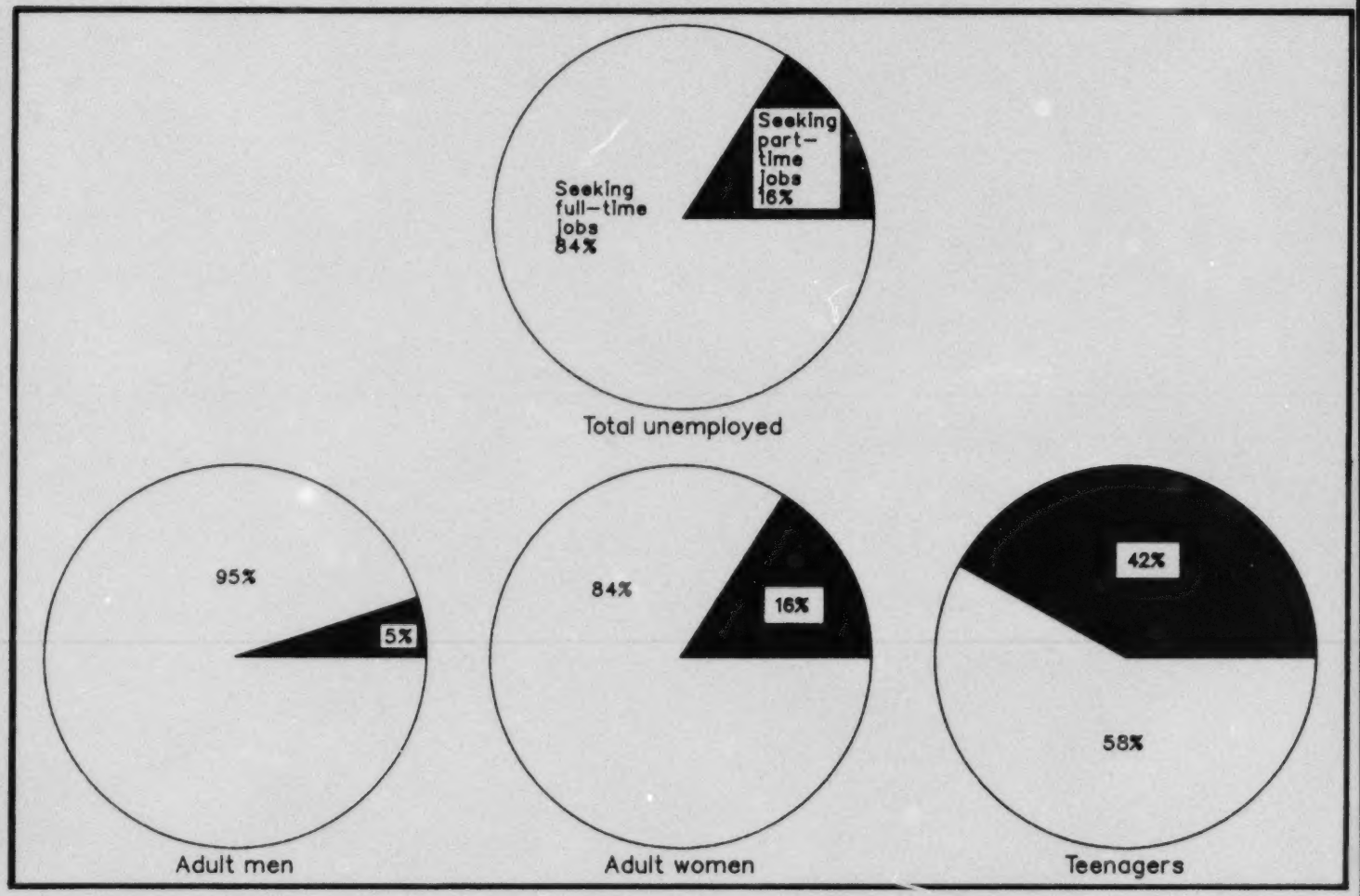
**Chart 12. Average level of unemployment and total number of persons with at least one spell of unemployment during 1981**



## Most of the unemployed are seeking full-time jobs, but the proportion varies by sex and age

- 84 percent of those unemployed in 1982 wanted full-time jobs.
- Teenagers are more likely than adults to seek part-time jobs, but nearly 3 out of every 5 sought full-time jobs.
- More than 4 out of 5 jobless adult women wanted full-time work.
- The vast majority of jobless men want to work full time.

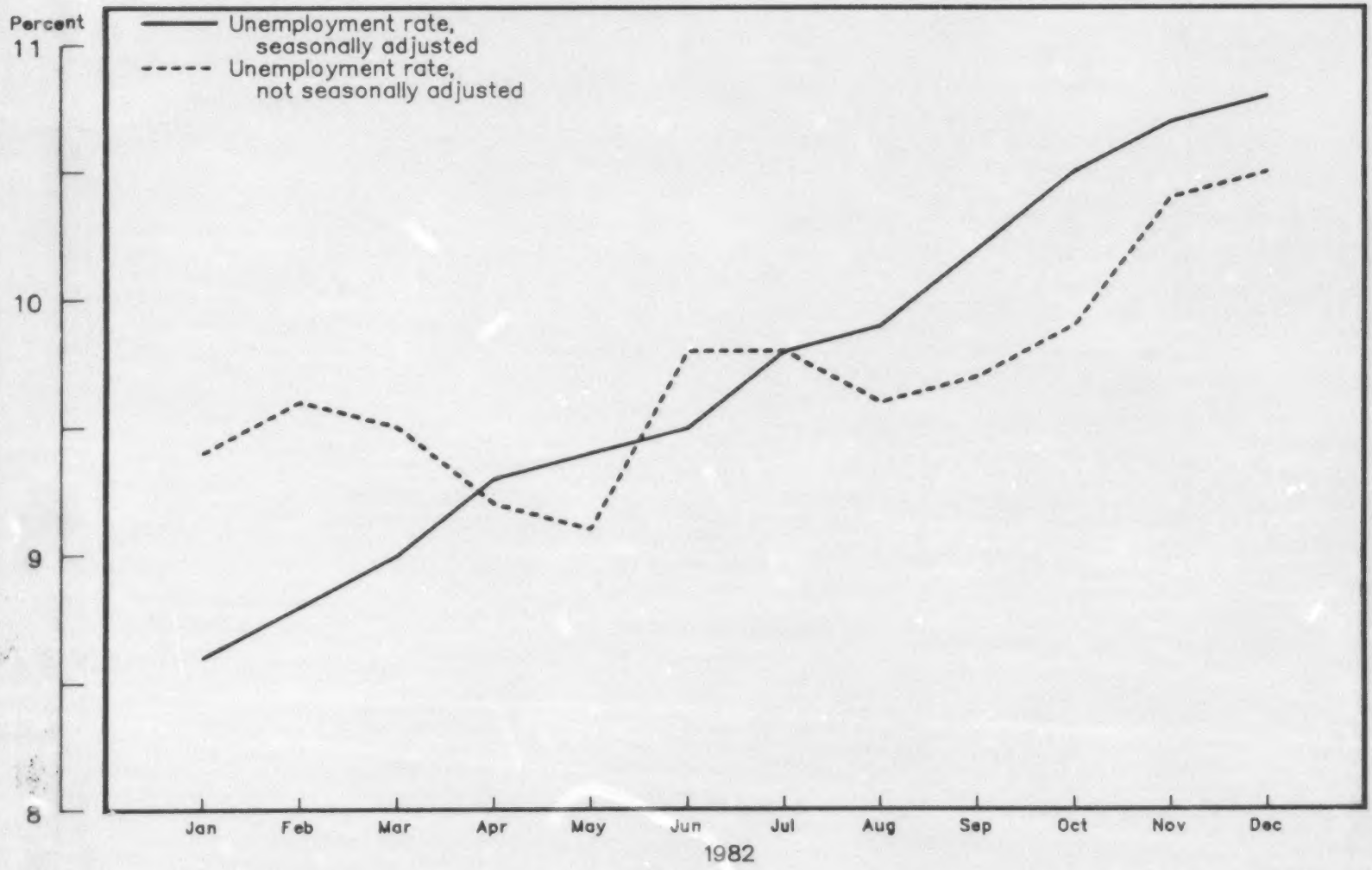
**Chart 13. Unemployed adults and teenagers by full- or part-time status of jobs sought, 1982**



## Seasonally adjusted data allow for a more accurate analysis of cyclical developments

- Over a course of a year, the size of the Nation's labor force and the levels of employment and unemployment undergo recurring fluctuations due to such seasonal events as changes in weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools.
- Seasonal adjustment is a statistical tool that attempts to remove, or filter out, seasonal fluctuations in a time series in order to reveal underlying economic conditions.
- After seasonal adjustment, the Nation's unemployment rate rose steadily throughout 1982.

## Chart 14. Unemployment rates before and after seasonal adjustment, 1982

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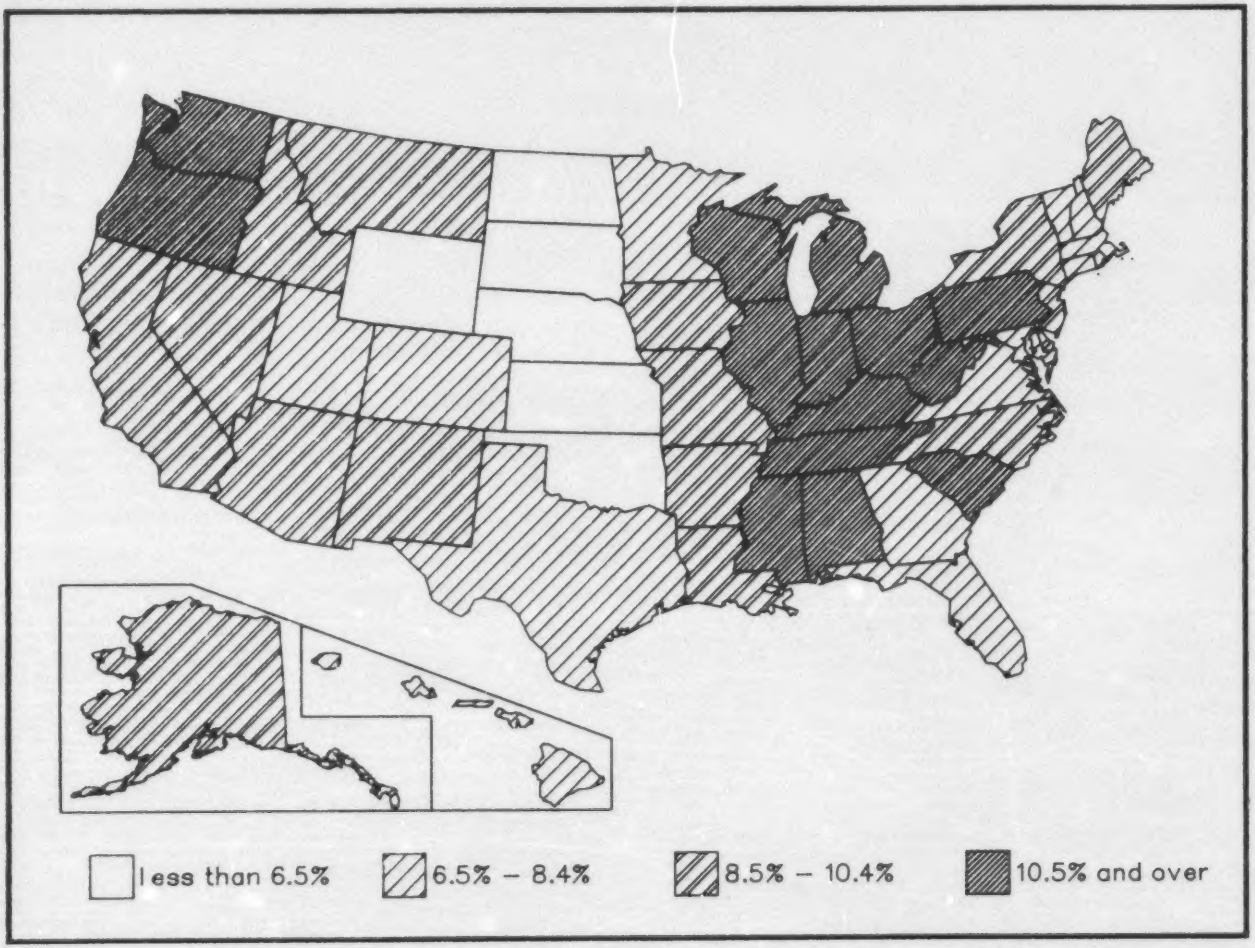
## Unemployment rates vary widely by State

- While the overall national rate was 9.7 percent in 1982, State rates were as high as 15.5 percent in Michigan and as low as 5.5 percent in South Dakota.
- Fifteen States—located primarily in the Midwest—had unemployment rates of 10.5 percent or higher in 1982. Michigan's high rate reflected weakness in the auto industry, which is heavily concentrated in that State. Twenty-three States had rates equal to or greater than the national average.
- Most of the States with the lowest unemployment rates have high agricultural concentrations.

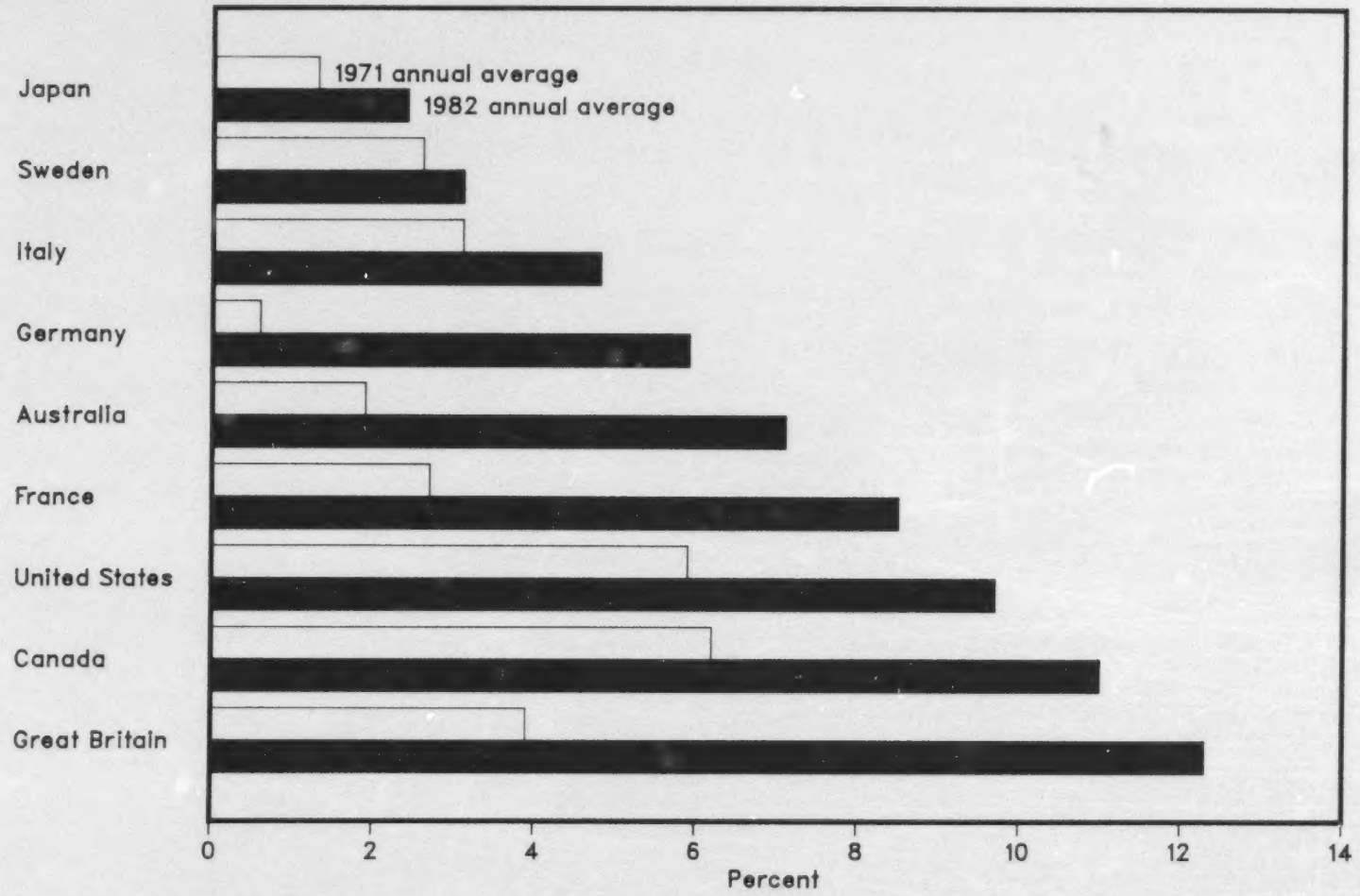
## Chart 15. Range of unemployment rates by State, 1982



## The U.S. unemployment rate was relatively high compared with other industrialized nations in 1982 but was substantially below that of Great Britain

- In the past, the United States and Canada have had the highest unemployment rates among the major industrial nations. In 1982, however, the annual average rate of joblessness was highest in Great Britain at 12.3 percent.
- Japan and Germany typically have the lowest unemployment rates of the major industrial nations.
- Unemployment concepts and data collection methods differ among nations; the rates shown above are adjusted to reflect the U.S. definition.

## Chart 16. Unemployment rates in nine industrialized nations, 1971 and 1982




NOTE: 1982 unemployment rates for Germany, France, and Great Britain are preliminary.

# Part II. Unemployment and the Business Cycle

The charts in part II illustrate the sensitivity of unemployment and related measures to changing economic conditions, that is, economic recession and recovery periods.

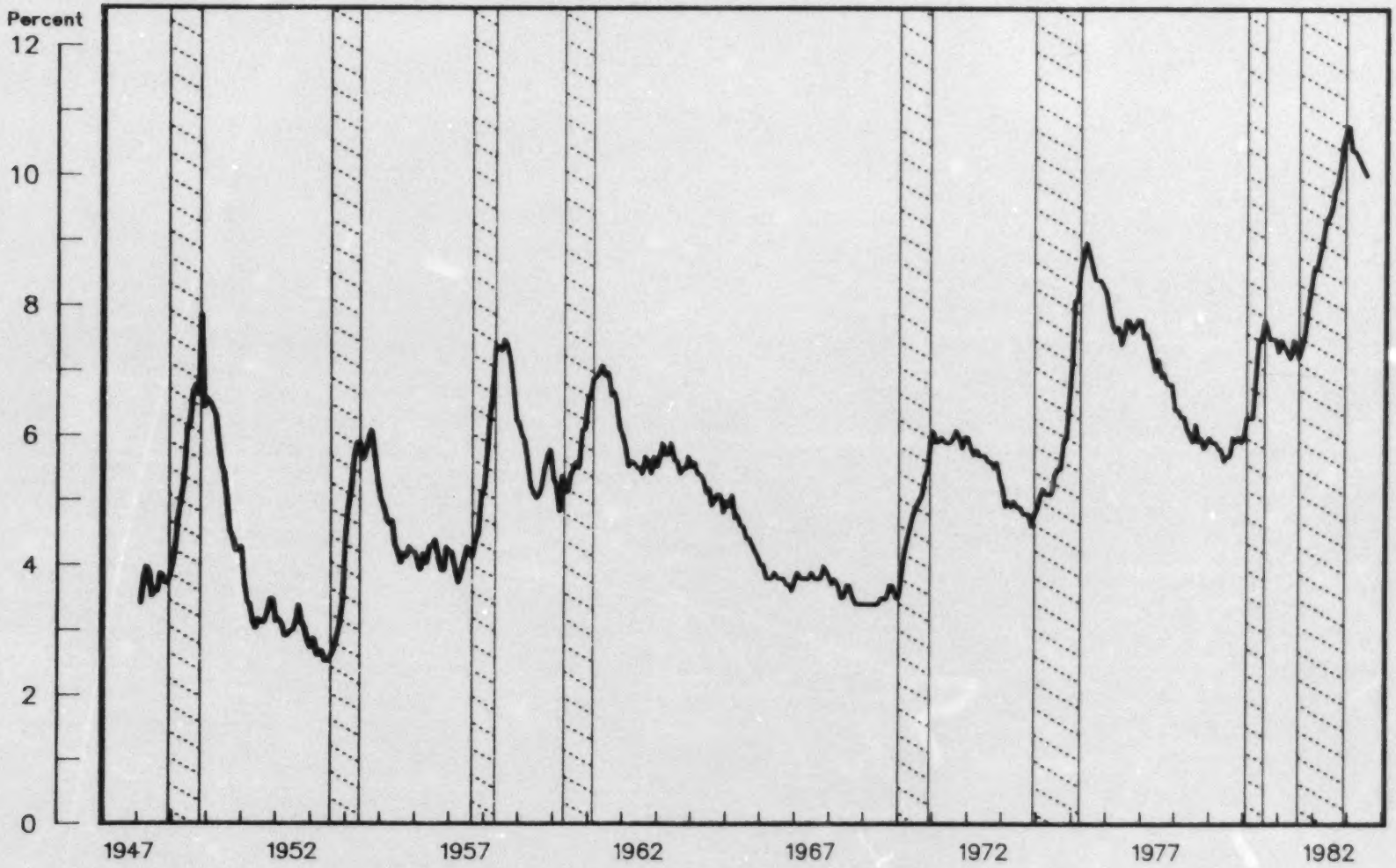
The trend in the overall unemployment rate in the post-World War II era has been marked by eight business cycles (chart 17). The jobless rate rose sharply during each of these recessionary periods and declined during the subsequent recovery. Since the 1960's, however, improvements during the recovery phases left the jobless rate at a somewhat higher level than it had been prior to each recession. The briefest recovery followed the short-lived 1980 recession; after rising to 7.8 percent in July 1980, the jobless rate declined only 0.6 percentage point to 7.2 percent 1 year later, just prior to the onset of the 1981–82 downturn. With the resurgence in joblessness, the rate reached 8.8 percent by the end of 1981 and a post-World War II record high of 10.8 percent by the end of 1982. The unemployment rate declined moderately in the first half of 1983.

Past business cycle patterns provide clues about current economic trends. For example, early in a downslide, before unemployment begins to rise, employers tend to cut back the number of hours worked per week. As a result, the proportion of persons working "part time for economic reasons" tends to increase early in a recession. As the economy continues to move downward, the unemployment rate rises as employers decrease their work forces, first laying off workers temporarily and then perhaps terminating some jobs. This phase is evident when the number of job losers increases as a proportion of the total unemployed, and the overall jobless rate accelerates upward. As the weakness persists, the average duration of joblessness begins to rise, although initially it may remain unchanged or even decline as newly unemployed workers lower the average. As the duration of unemployment lengthens, some workers become discouraged and drop out of the labor force. Charts 20, 21, 25, 26, and 28 illustrate these patterns. When the economy passes its business cycle trough and recovery begins, the order reverses itself as employers lengthen hours, rehire workers, and expand payrolls with new positions.

## Though unemployment rises and falls with the business cycle, the jobless rate has had an upward trend since 1970

- During each recession, the unemployment rate climbed sharply; with the exception of the recovery periods beginning in 1949 and 1961, the jobless rate failed to decline to prerecession levels.
- Prior to the 1981-82 recession, the highest unemployment rate of the postwar period was 9.0 percent, reached during the 1973-75 recession. A new postwar peak of 10.8 percent was reached in December 1982.
- The unemployment rate declined moderately in the first half of 1983.

## Chart 17. Unemployment rate, 1948-83




NOTE: Shaded areas denote recession periods.

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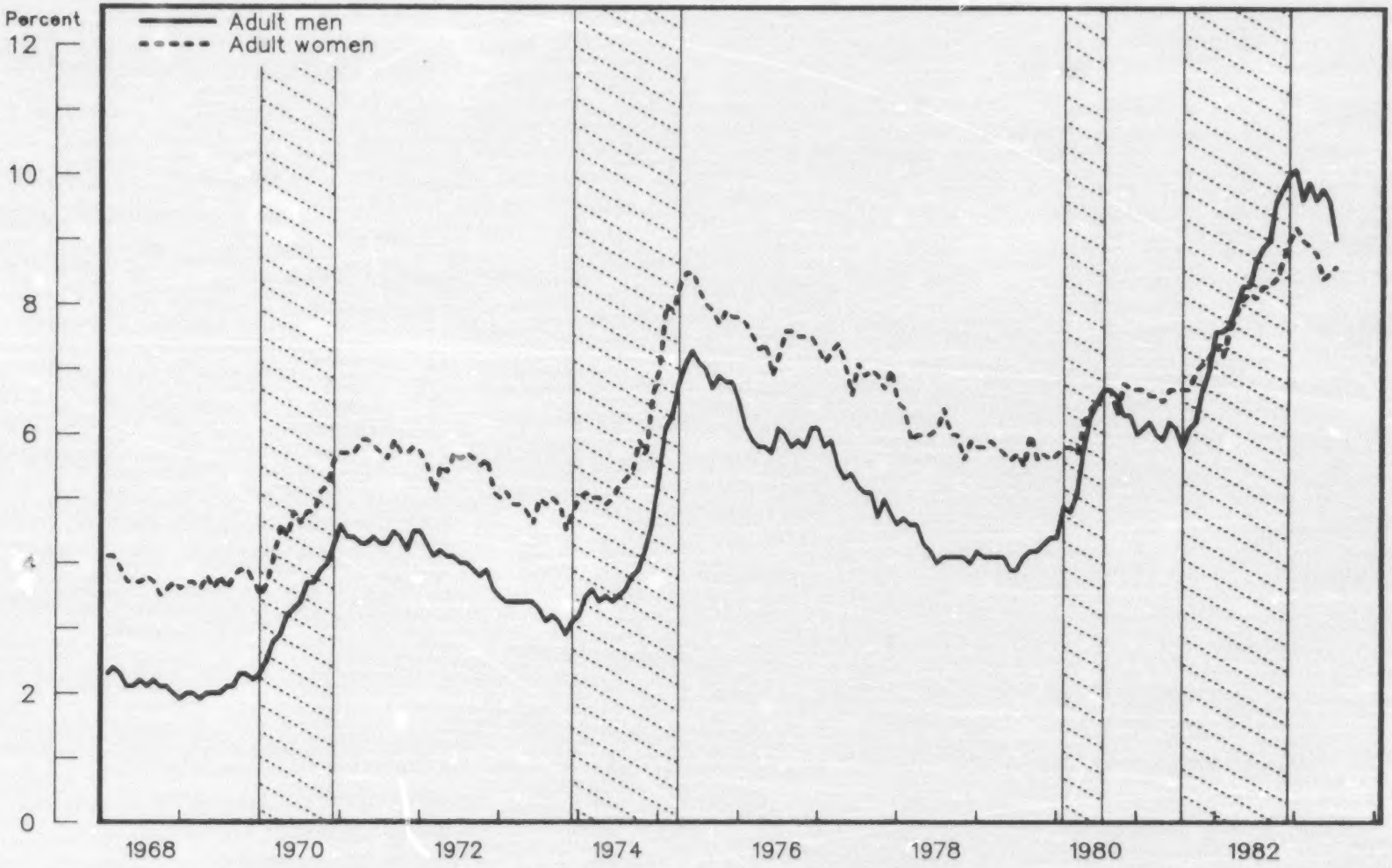
## Unemployment rates for adult women are usually higher than for adult men

- Until 1979, the unemployment rate for adult women (20 years and over) was generally much higher than that for adult men.
- In 1980, the difference narrowed as the cutbacks in the construction and auto industries affected more men than women; at the recession's peak, the adult male rate exceeded the female rate for the first time in 20 years.
- This pattern repeated itself in the 1981-82 recession; the jobless rate for men began approaching that for women shortly into the recession and, in 1982, exceeded the women's rate during the entire year.

## Chart 18. Unemployment rates of adult men and women, 1968-83




NOTE: Shaded areas denote recession periods.

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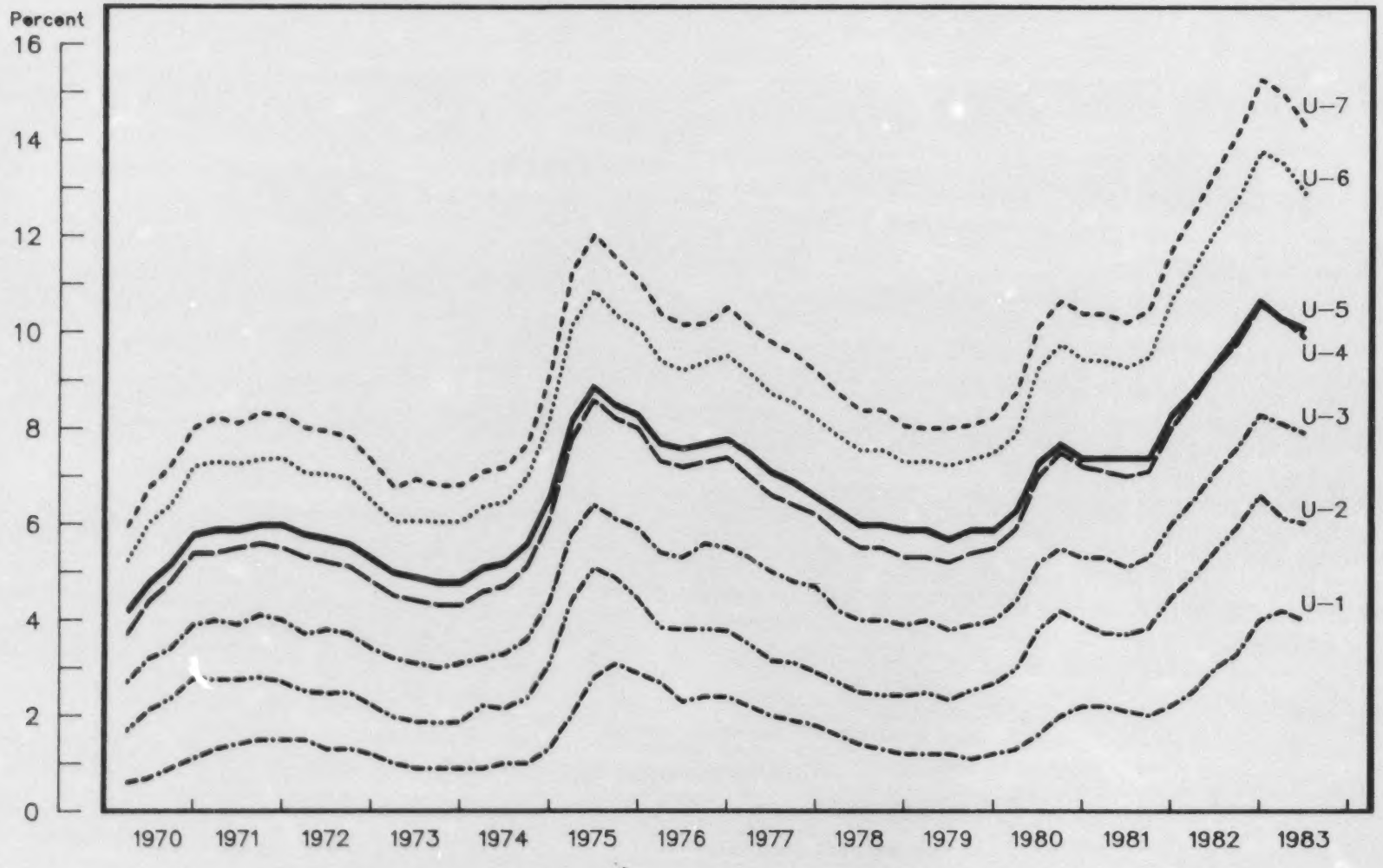
## Alternative measures of unemployment differ in terms of level, but their trends are remarkably consistent

Alternative measures of unemployment:

U-1: Persons unemployed 15 weeks and over as a percent of the civilian labor force.
U-2: Job losers as a percent of the civilian labor force.
U-3: Unemployed persons 25 years and over as a percent of the labor force 25 years and over.
U-4: Unemployed full-time jobseekers as a percent of the full-time labor force.
U-5: Total unemployed as a percent of the civilian labor force.
U-6: Total full-time jobseekers plus half part-time jobseekers plus half total on part time for economic reasons as a percent of the civilian labor force less half of the part-time labor force.
U-7: Total full-time jobseekers plus half part-time jobseekers plus half total on part time for economic reasons plus discouraged workers as a percent of the civilian labor force plus discouraged workers less half the part-time labor force.

**Chart 19. Unemployment measures based on alternative definitions of unemployment and the labor force, 1970-83**

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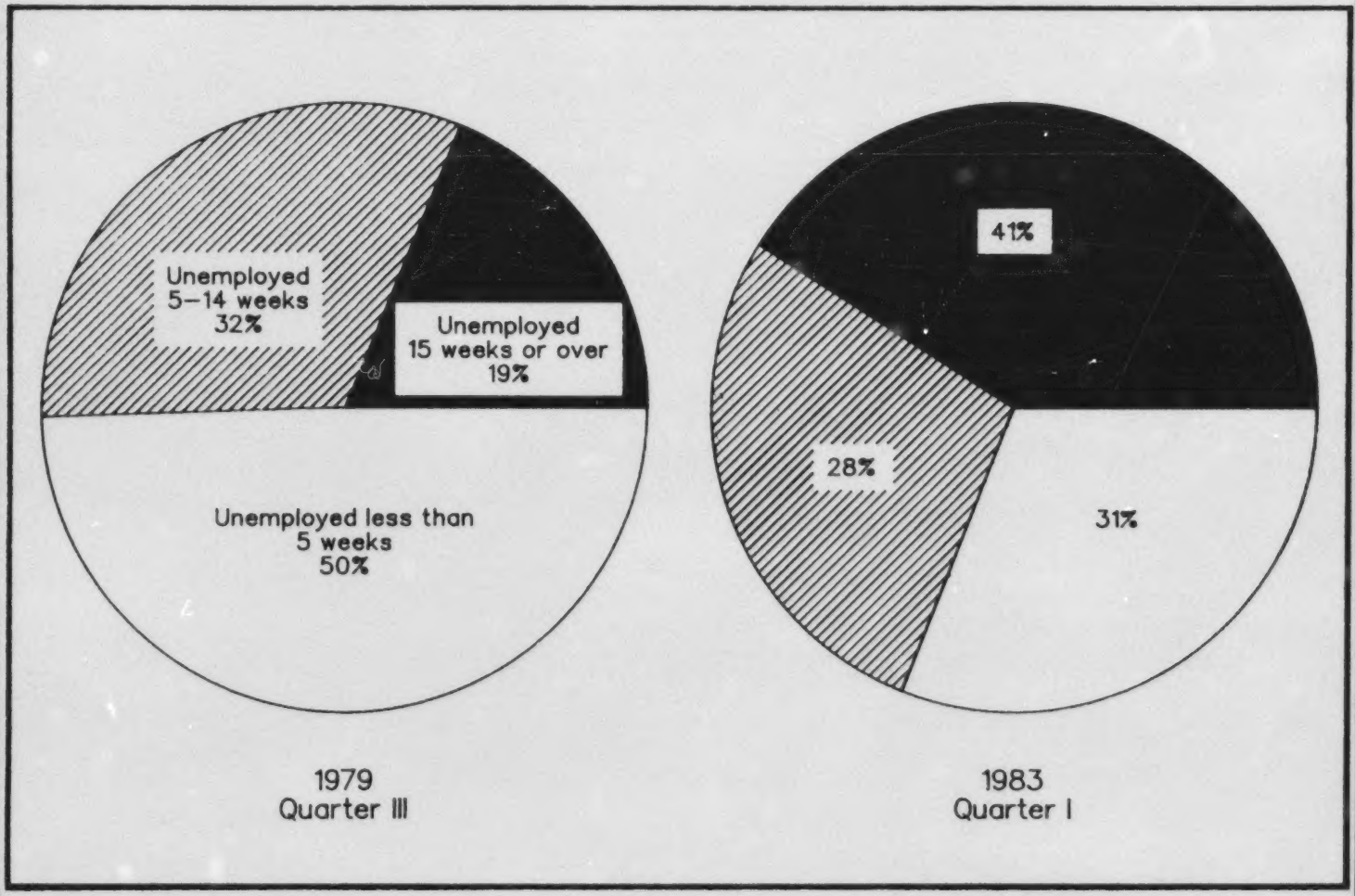
## The percentage of the unemployed experiencing long-term joblessness varies with the business cycle

- The percentage of jobless workers who experience long-term unemployment (15 weeks or more) climbs during recessions with longer layoff periods and lessened employment opportunities. Accordingly, the proportion with short-term joblessness (less than 5 weeks) declines.

- Prior to the short-lived 1980 recession, 19 percent of the total jobless had been unemployed 15 weeks or more. This proportion rose during the 1980 recession and then declined moderately during the 1981 recovery. As the 1981-82 recession deepened, the proportion of unemployed workers with long-term joblessness went up; 40 percent had been jobless 15 weeks or more by the end of the first quarter of 1983.

## Chart 20. Unemployment by duration, selected quarters, 1979 and 1983



## The cyclical pattern of the duration of unemployment lags behind the overall jobless rate

- At the onset of a cyclical downturn, the increased number of job losers and other unemployed workers lowers the average duration of a continuing spell of unemployment.
- Later in the recession, average duration increases as workers face increasing difficulty finding jobs. As the economy picks up, fewer newly unemployed workers become jobless, thus average duration continues to increase.
- Average duration declines after many of the longer term unemployed find jobs.

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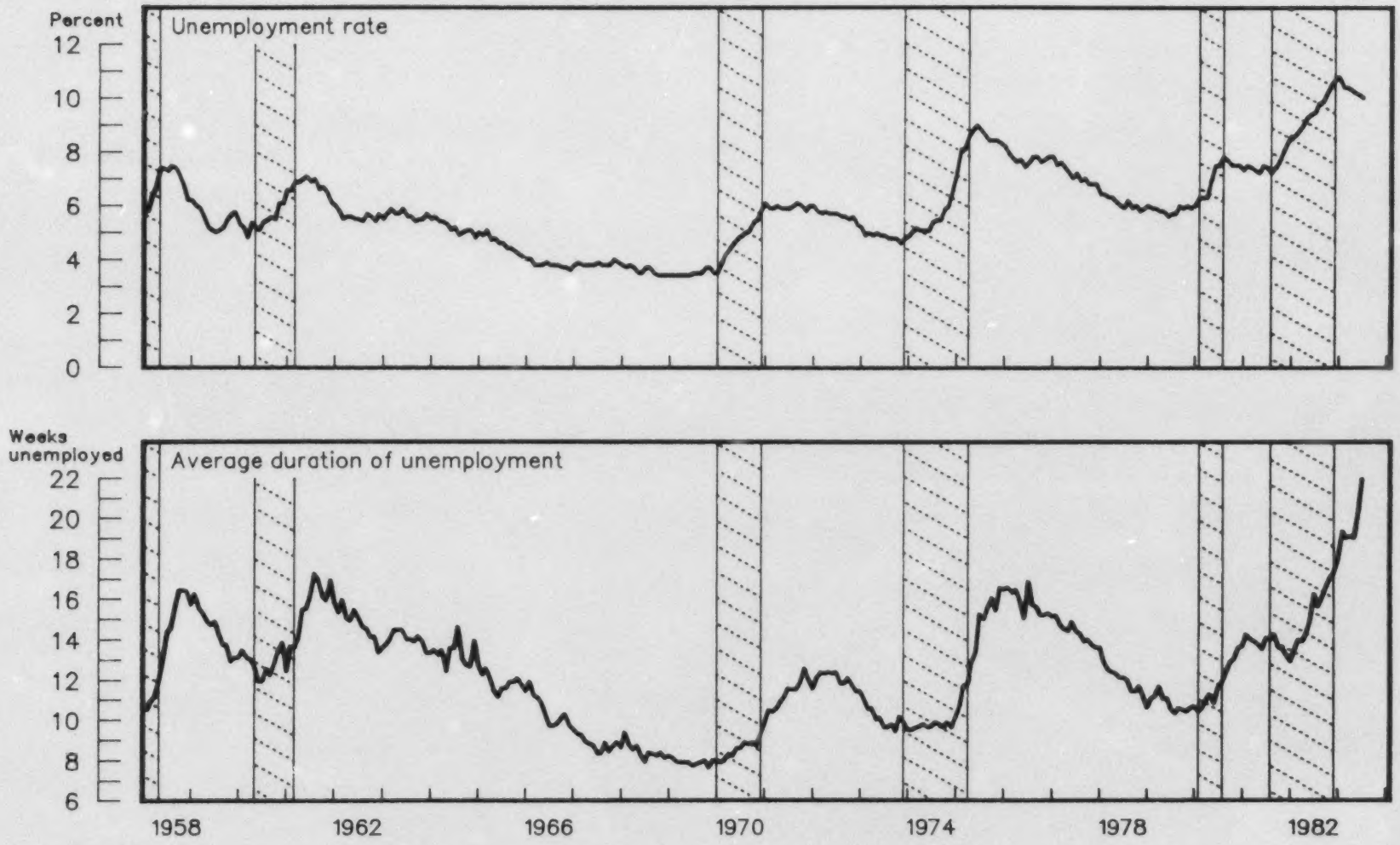
## Chart 21. Unemployment rate and average duration of unemployment, 1958-83




NOTE: Shaded areas denote recession periods.

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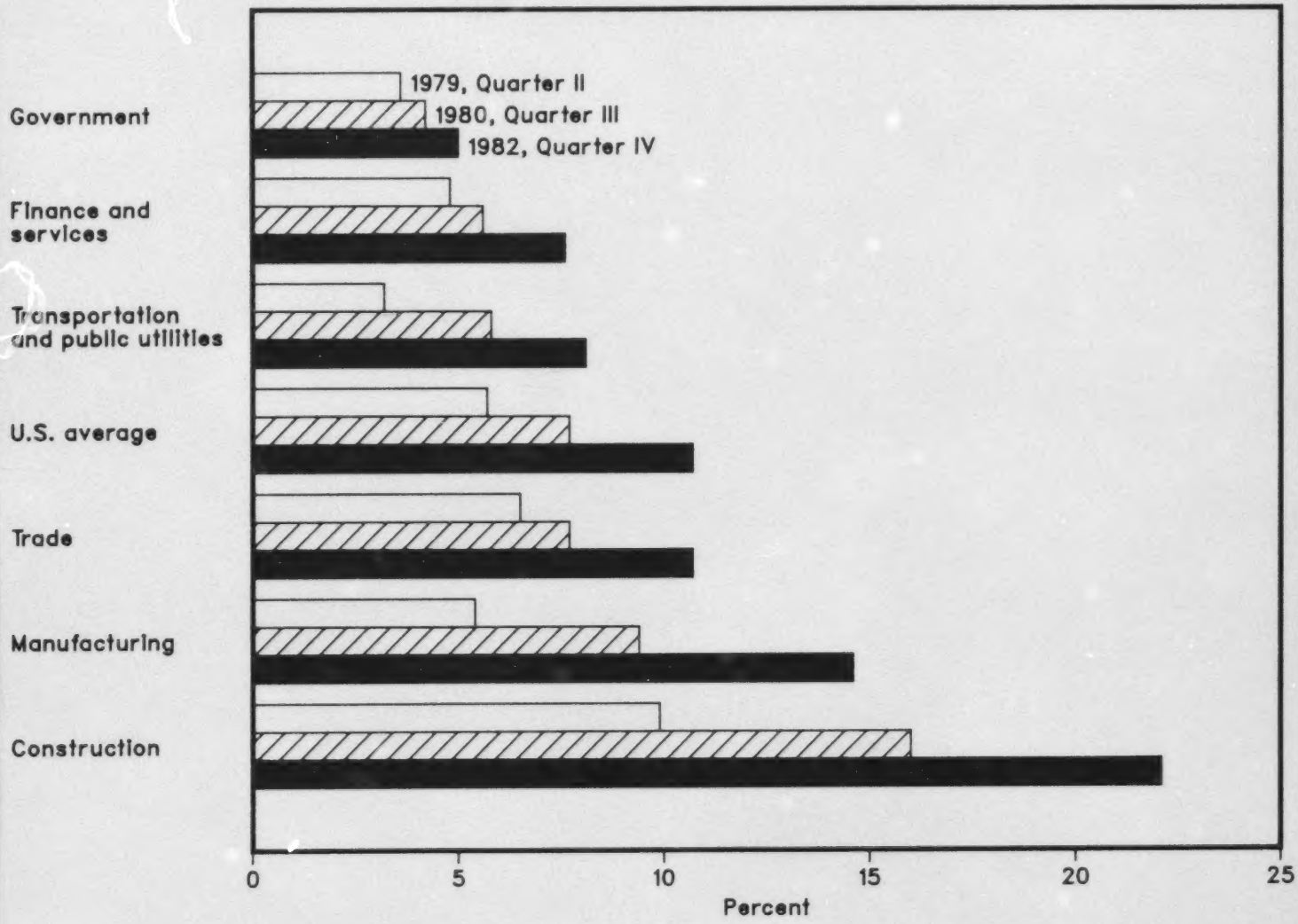
## Workers in goods-producing industries—particularly construction and manufacturing—are hardest hit by recessions

- Unemployment rates for all industry groups rise during cyclical downturns.
- The reduced consumer demand for high-cost capital goods in a recession results in cutbacks in construction and manufacturing employment.
- Workers in transportation and public utilities, finance and services, and government are less affected by cyclical swings.

**Chart 22. Unemployment rates for major industry divisions, selected quarters, 1979, 1980, and 1982**

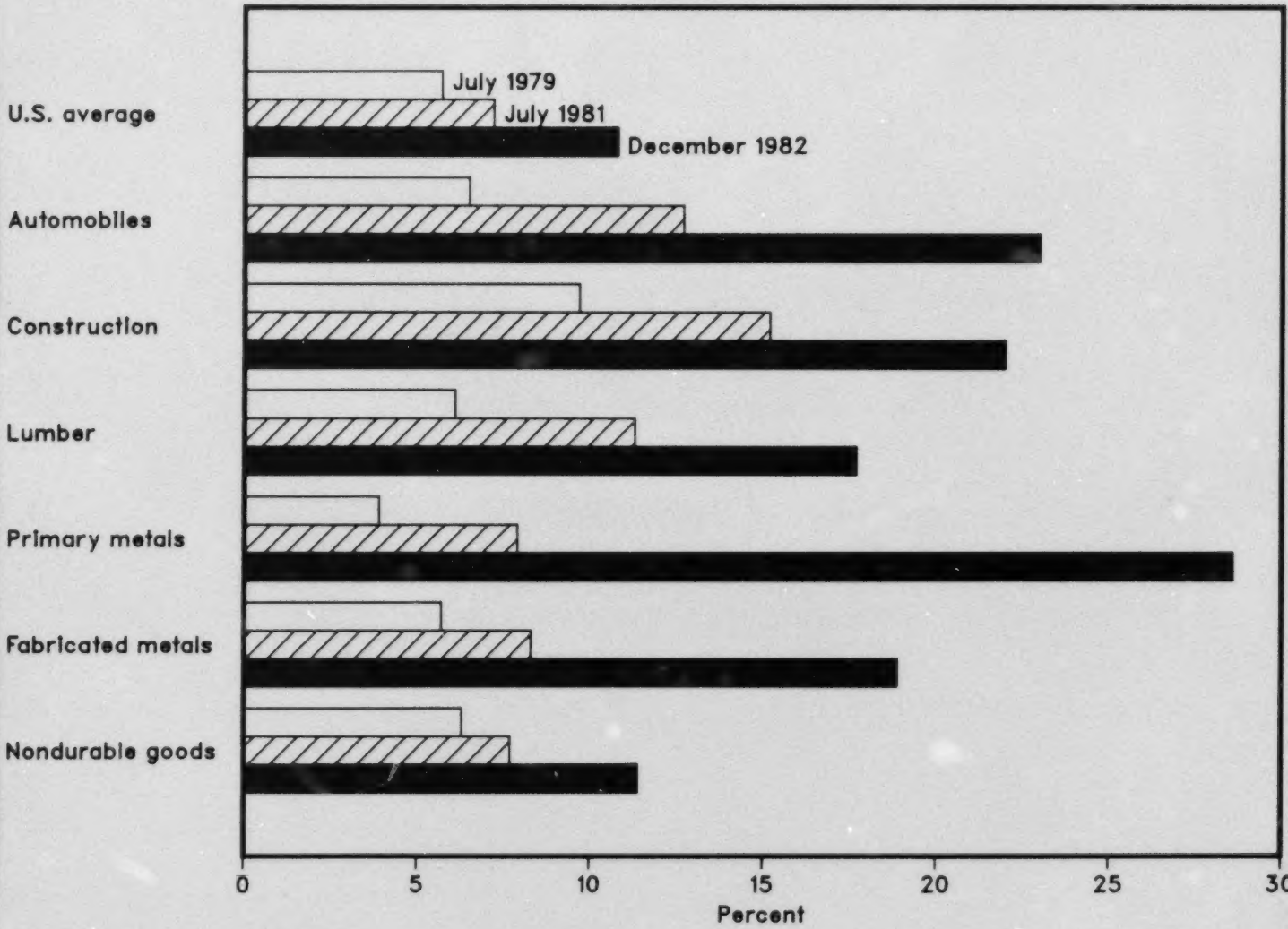


## Within the goods-producing sector, workers in automobiles, construction, and related industries were affected most by the recent recessions

- Continued high interest rates allowed little recovery for the construction and auto industries after the 1980 downturn. In July 1981, joblessness in these and related industries remained well above prerecession levels.

- During the last half of 1981, the incidence of unemployment again rose among construction and auto workers and by December 1982, unemployment rates in many related industries were setting record highs.

Chart 23. Unemployment rates in selected goods-producing industries, selected months 1979, 1981, and 1982

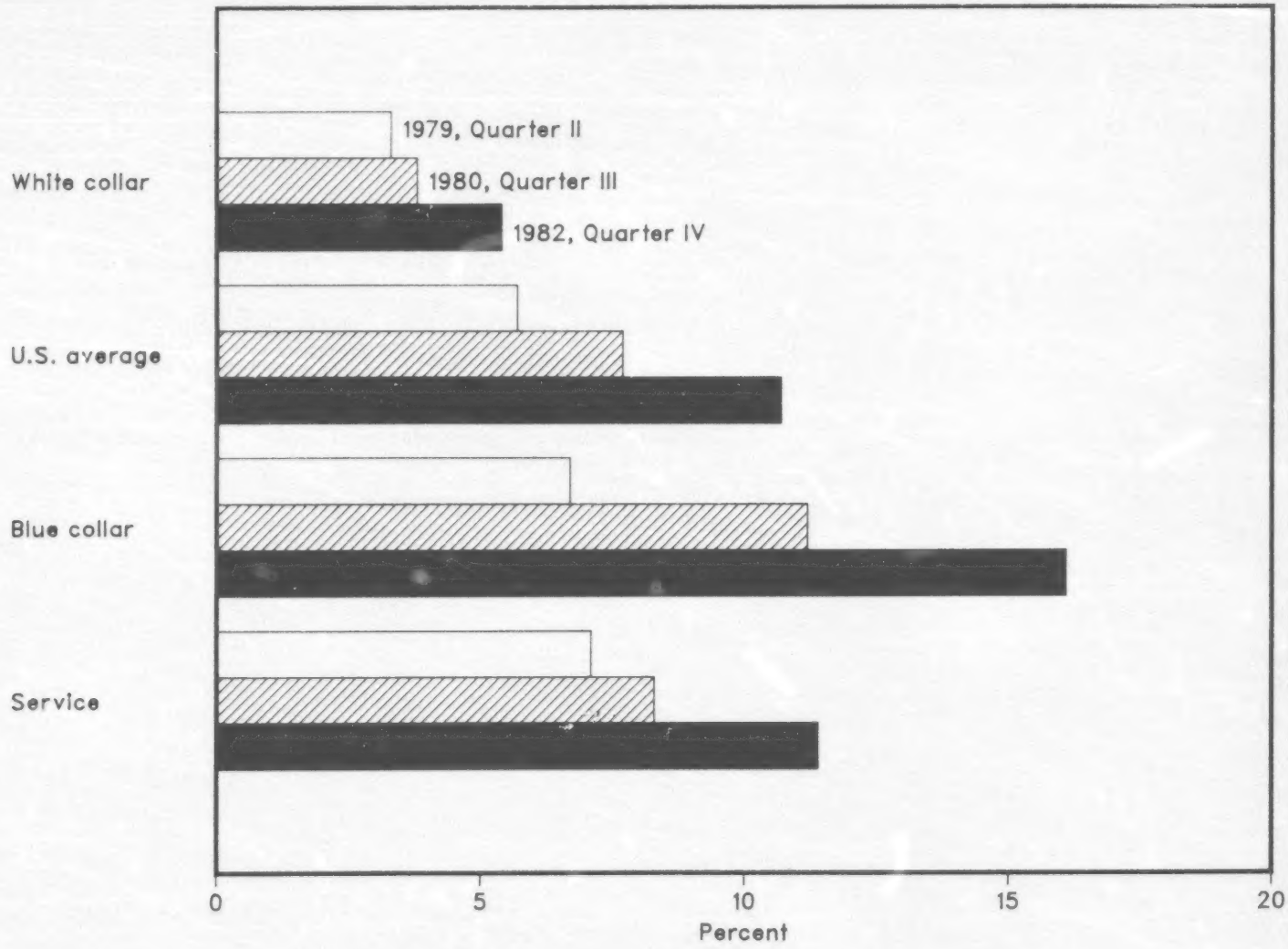


## Blue-collar workers are most affected by business cycles

- During cyclical downturns such as the 1980 and 1981-82 recessions, increases in blue-collar joblessness exceed those of white-collar and service workers. Blue-collar workers, concentrated in the cyclically sensitive manufacturing and construction industries, generally have the highest rate of unemployment among occupations.

- White-collar workers are least affected by cyclical swings, and their unemployment rate is always well below the national average.

**Chart 24. Unemployment rates for major occupational groups, selected quarters, 1979, 1980, and 1982**



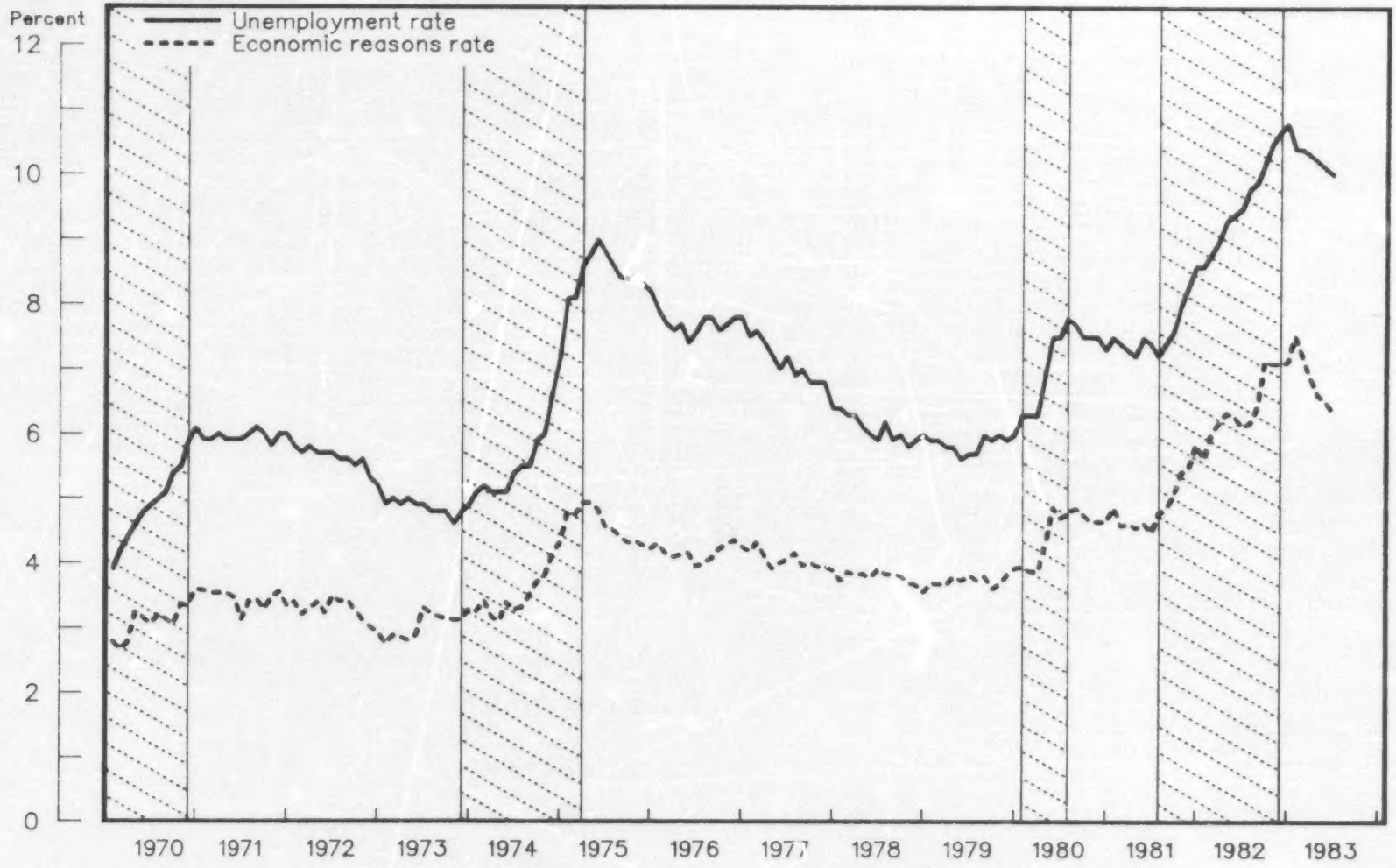
## Changes in involuntary part-time employment often lead movements in the jobless rate

- The "economic reasons rate" is the proportion of total nonfarm workers on part-time schedules for economic reasons (involuntary part-time workers); this rate varies directly with the level of economic activity.

- In the beginning of a cyclical downswing, employers often reduce workers' hours before they begin to lay them off. When this happens, the economic reasons rate will start to move upward before the jobless rate.

- As the recession deepens, both measures rise markedly. The incidence of involuntary part-time work also begins to show improvement at the onset of recovery, as employers will lengthen hours before they hire or rehire large numbers of workers.

**Chart 25. Unemployment rate and percent of nonfarm workers on part-time schedules for economic reasons, 1970-83**




NOTE: Shaded areas denote recession periods.

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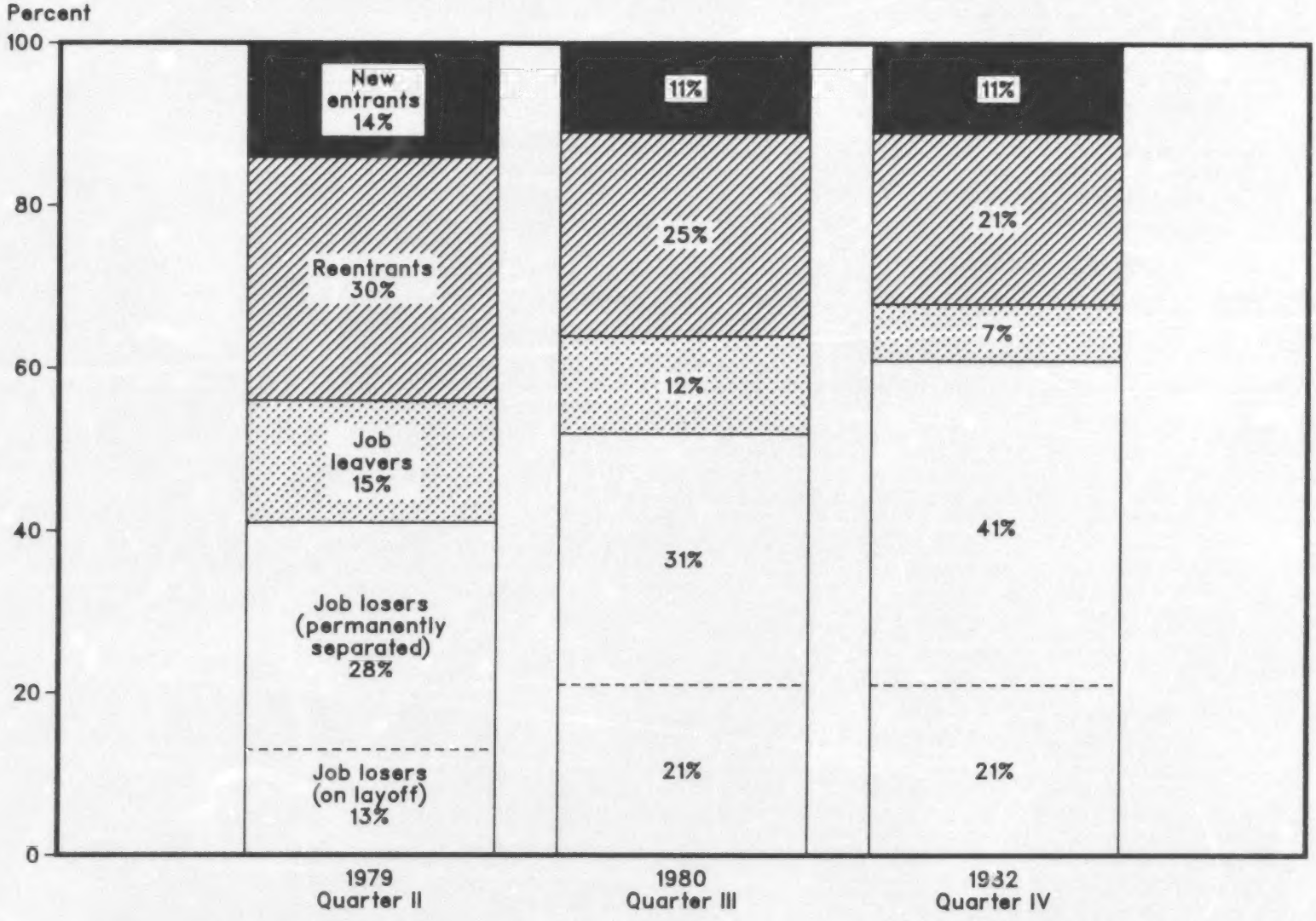
## Most workers become unemployed through layoff or other job loss

- Job losers are persons who became unemployed due to temporary layoff or permanent separation from their jobs. In nonrecession periods, job losers account for less than half of all unemployed, but this proportion increases substantially during economic downturns.

- In addition to persons who have lost their last jobs, the unemployed include persons who have voluntarily left their last jobs (job leavers), new entrants to the labor force, and labor force reentrants (persons who have been absent from the labor force for some period of time).

Chart 26. Unemployed persons by reason for unemployment, selected quarters, 1979, 1980, and 1982

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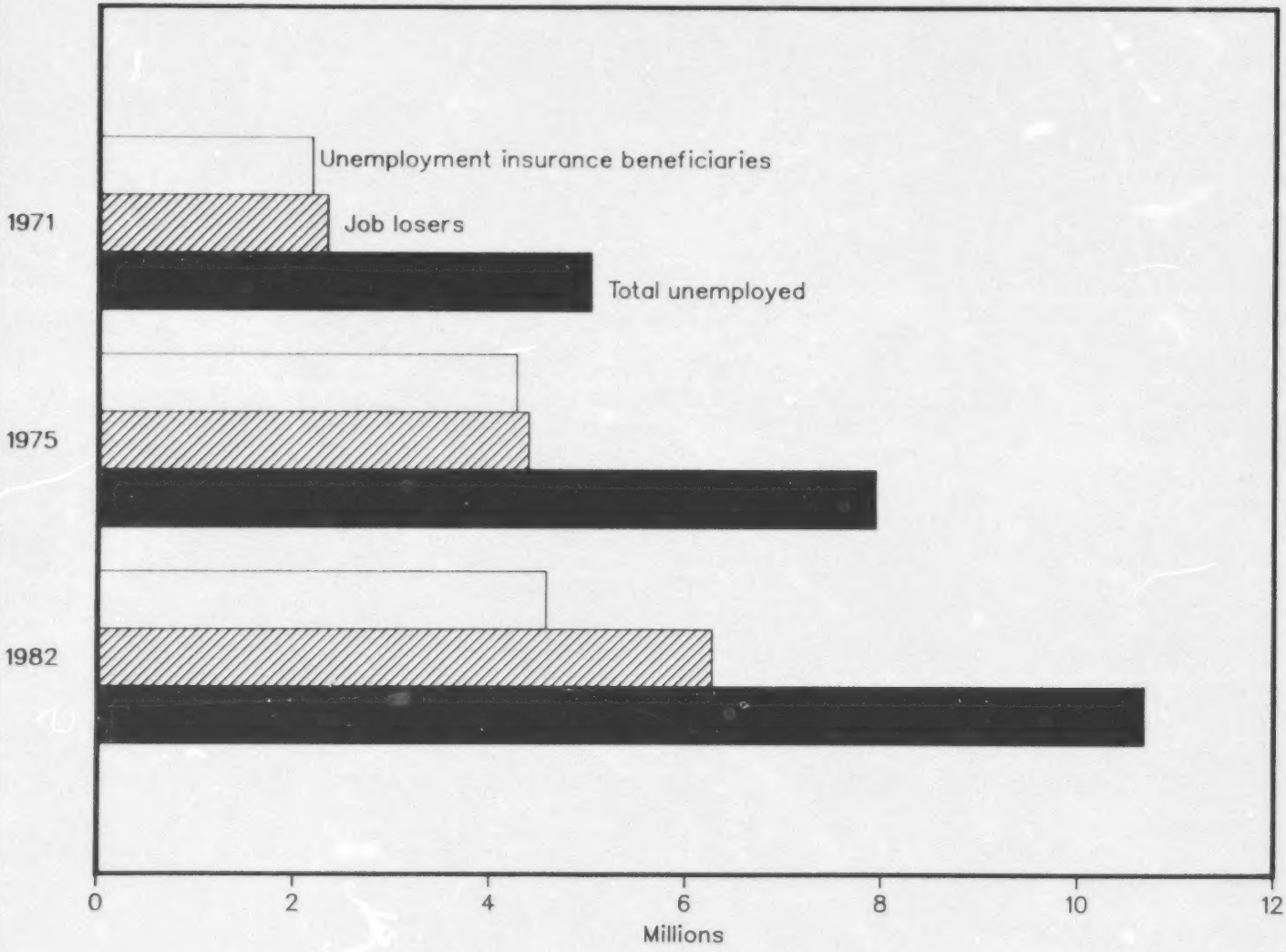
## Fewer than half of the unemployed received unemployment insurance benefits in 1982

- Unemployment insurance (U.I.) was primarily designed to cover job losers. Because the proportion of the unemployed who are job losers is high during recessions, the proportion of unemployed persons receiving U.I. is usually high. With few exceptions, job leavers and labor force entrants are ineligible for benefits.

- Largely because of changes in U.I. laws relating to eligibility and extended benefits, a smaller proportion of the unemployed received U.I. benefits in 1982 than in previous recession years.

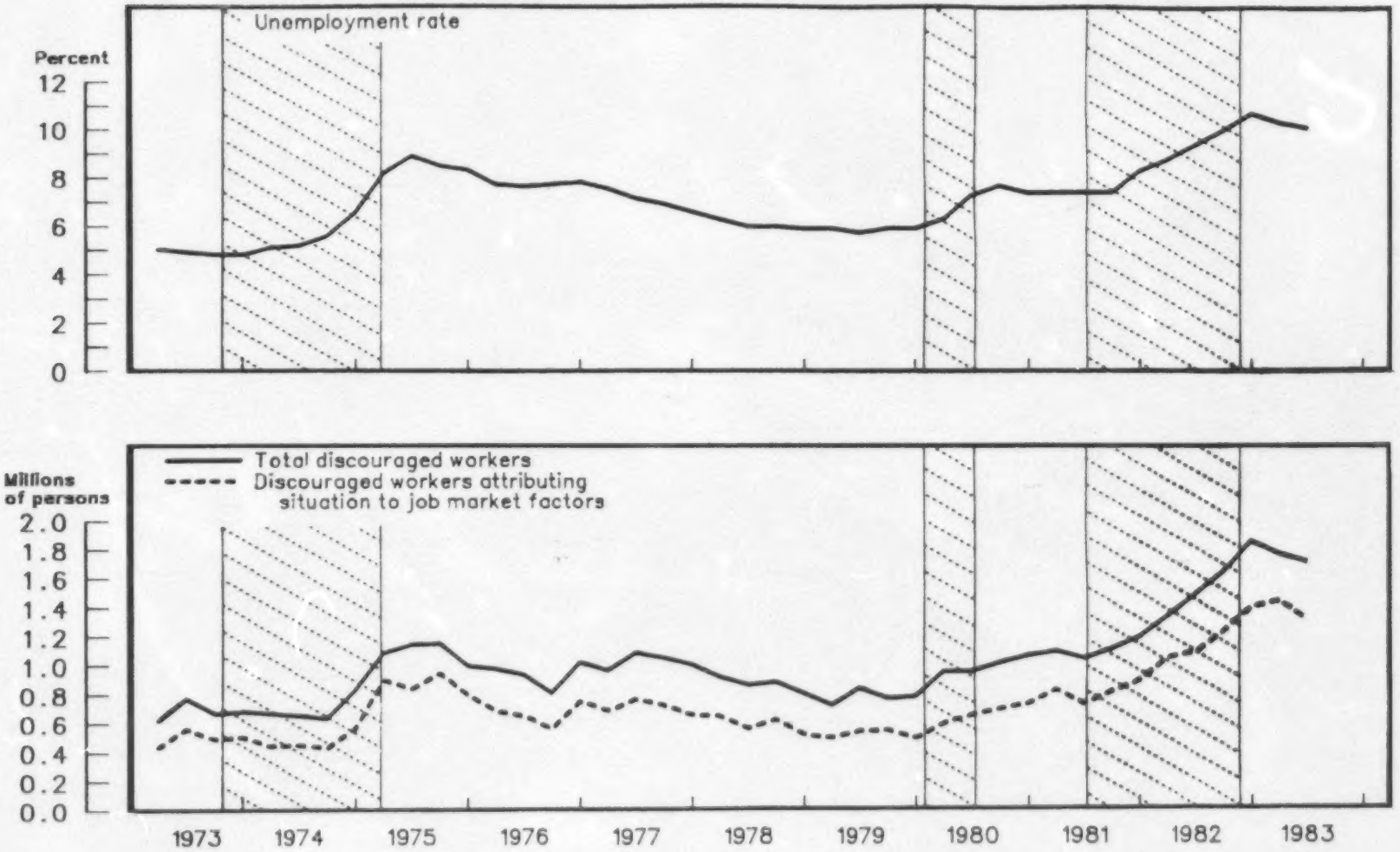
**Chart 27. Total unemployed and unemployment insurance beneficiaries, 1971, 1975, and 1982**



## Movements in the number of discouraged workers roughly parallel movements in the overall jobless rate

- Discouraged workers are persons who want a job but are not looking for work because they believe they cannot find any. They are not counted as unemployed because they are not actively seeking a job.
- Because the number of discouraged workers is affected by employment opportunities, it moves in tandem with changes in the unemployment rate.
- During economic downturns, as many as 4 out of 5 discouraged workers attribute their situation to job market factors. Changes in the size of this group closely follow movements in the jobless rate.
- In the 1981-82 recession, the number of discouraged workers reached the highest level recorded since the series began in 1967.

## Chart 28. Unemployment rate and number of discouraged workers, 1973-83




NOTE: Shaded areas denote recession periods.

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# Appendix: Methods and Concepts

## Method

The information in this chartbook is derived almost entirely from the Current Population Survey (CPS), a sample survey of some 60,000 households across the Nation conducted monthly for the Bureau of Labor Statistics by the Bureau of the Census. The sample is scientifically selected to represent the U.S. population. Thus, it reflects both urban and rural areas, industrial and agricultural centers, as well as the age, sex, race, and geographic composition of the population. The survey has been in operation continuously for over 40 years and is considered to be one of the most reliable sample surveys in operation today.

The survey is conducted in the week which includes the 19th day of the month, when trained Census Bureau interviewers contact a responsible person in each sample household. The interviewer completes a questionnaire for each household member 16 years and over by asking a series of standard questions about labor force activity during the previous week, the week including the 12th day of the month, which is known as the "reference week." Based on information recorded in the completed questionnaires, persons in the sample are classified as employed, unemployed, or not in the labor force. Sample results are weighted to independent estimates of the civilian noninstitutional population, and, following standardized adjustment and estimating procedures, the data are tabulated and turned over to the Bureau of Labor Statistics for analysis and publication.

## Concepts and definitions

*Employed.* The majority of the employed are persons who worked for pay or profit during the reference week. Persons are also counted as employed if they had a job but did not work during the reference week because of such reasons as a strike, illness, or vacation. In addition, persons working 15 or more hours without pay in a family farm or business are classified as employed. Beginning with data for January 1983, persons in the Armed Forces stationed in the United States are included in the total employment and labor force estimates.

*Unemployed.* Unemployed persons are those who did not work at all during the reference week but were available for work and made specific attempts to find a job during the 4-week period preceding the interview. The category also includes persons on layoff who expect recall to their job and those waiting to begin a new job within 30 days, whether or not they are currently looking for work.

Persons can become unemployed in a variety of ways. Some have lost their last job (either through job layoff or termination); some have voluntarily quit a job, perhaps to seek employment with better pay or working conditions; and some are entering the labor force for the first time or are returning to the labor force after a period of absence.

*Labor force.* The labor force equals the sum of the employed (including the resident Armed Forces) and the unemployed; the *civilian* labor force excludes the resident Armed Forces.

*Unemployment rate.* The unemployment rate represents the number unemployed as a percent of either the labor force or the civilian labor force. Unemploy-

ment rates based on both labor force definitions are published regularly by the Bureau of Labor Statistics. The rate based on the civilian labor force is used throughout this chartbook as it affords a more detailed examination of unemployment by demographic and other characteristics.

*Not in the labor force.* Persons neither working nor looking for work are classified as not in the labor force. Most of these persons are homemakers, students, or retired or disabled persons. Some of those outside the labor force indicate they want a job but are not looking for work for a variety of reasons, including a small but important group identified as "discouraged workers"—persons who want to work but are not looking for a job because they think they cannot find one. They may have given up after earlier failures at job search or may believe nothing is available in their area or line of work; their discouragement also may be due to lack of education, skills, or experience, or to some sort of perceived personal handicap, including age, sex, or racial discrimination.

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